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—Veils of Secrecy

CAUT ACPPU
BULLETIN

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Qui défend vraiment
la liberté universitaire

Vol. 43, No. 3—March 1996 mars

At the Eleventh Hour

Settlement Averts Strike at Memorial

Memorial University —
Ten month standoff ends.

THE FACULTY ASSOCIATION and the administration at Memorial University of Newfoundland reached an agreement on Feb. 6, one day before the deadline set by MUNFA for a general strike.

The administration had intended from the beginning to gut the financial exigency arrangements of the agreement. But the settlement provides for a better financial exigency article than in the previous agreement. In particular the verification process is to be done by a union-management committee composed of two nominations by each of the parties and a chair elected by the members of the bargaining unit from among the employees of Memorial.

Those laid off under the provisions will now receive compensation ranging from eight to 24 months depending on service. They *will* also retain, for two years, access to the university computer system, the library, university courses, and other benefits on the same basis as retired professors.

The price for this was an increase in the workload of the members of the bargaining unit. Memorial has always had a system of norms but these have tended to be applied inconsistently. The agreement brings everyone to the norms and sets out arrangements for those who might teach more or less than the norms and for an increase in workload if a financial exigency is established.

It also establishes that remissions from teaching would not normally be granted to administrators. Instead, they would receive remission from research commitments.

The administration said in January it would only agree to a no lay-offs arrangement for three years if 60 per cent of the affected group took up the early retirement scheme. Initially it reserved for itself the right to decide which applicants would be approved. The union noted this would allow the administration to ensure that 60 per cent was never met. It was then agreed that all applicants from the eligible group would be approved.

This agreement followed a long and difficult negotiation which began in May of last year. In June the administration quickly aborted both the negotiations and the conciliation process. It had already prepared an administrative handbook to replace the collective agreement and tried to impose it after the end of the conciliation process. It was clear the administration intended to destroy both the union and the collective agreement.

— PHOTO: JACK MARTIN —

MUNFA rejected the handbook, stated that it considered the collective agreement still in existence, and launched a massive unfair labour practice charge against the university which included a demand for all correspondence, minutes, memos and electronic files about the implementation of the illegal handbook. In the fall the membership authorized the executive to call a strike vote.

See MEMORIAL, Page 9 ☞

Université Memorial : une entente permet d'éviter la grève

L'ASSOCIATION DES PROFESseurs et l'administration de l'université Memorial ont conclu une entente le 6 février dernier, la veille du déclenchement de la grève générale décidée par la MUNFA.

Depuis le début des négociations, l'administration voulait éliminer de la convention collective les dispositions sur l'urgence financière. L'entente conclue prévoit toutefois un meilleur article sur l'urgence financière que celui de la convention précédente. Il stipule notamment qu'un comité mixte effectuera la vérification. Ce comité sera composé de deux personnes nommées par le syndicat et l'administration et d'une personne à la présidence élue par les membres de l'unité de négociation parmi les employés de l'université.

Les personnes licenciées en vertu de l'article auront droit à une indemnité de huit à vingt-quatre mois selon le nombre d'années de service. En outre, elles conserveront pendant deux ans le droit d'utiliser le réseau d'ordinateurs de l'université et la bibliothèque, de suivre des cours offerts par l'université et de jouir d'autres avantages au même titre que les professeurs à la retraite.

En retour, les membres de l'unité de négociations ont dû accepter une augmentation de leur tâche. L'université a toujours eu un système de normes mais qui a été appliqué de manière inconséquente. Avec la nouvelle convention, tous les membres reviennent à la norme. En outre, la convention énonce des dispositions pour les personnes qui enseignent plus ou moins que la norme et prévoit une augmentation de la tâche en cas d'urgence financière.

De plus, la convention stipule que les administrateurs, en temps normal, ne seront pas libérés de la tâche d'enseignement mais plutôt de leurs engagements de recherche.

Voir MEMORIAL...
à la page 4 ☞

Université de Moncton

Conclusion d'une entente de travail

L'ASSOCIATION DES BIBLIOthécaires et des professeurs de l'Université de Moncton (ABPUM) et l'Université de Moncton ont entrepris les négociations en vue d'arriver à une nouvelle entente de travail à la mi-octobre 1995.

Après maintes réunions et périodes de négociation, l'ABPUM a fait une demande auprès du ministre de l'Enseignement supérieur et du Travail pour la nomination d'un conciliateur afin de faciliter le dialogue entre les parties dans le but d'arriver à une entente acceptable aux deux parties. La conciliation s'est déroulée les 9, 10, 11, 19 et 23 janvier 1996. Le 19 février, le ministre de l'Enseignement supérieur et du Travail a fait part aux parties de sa décision de ne pas nommer de commission de conciliation ou de médiateur. Les parties se sont entendues par la suite pour que d'intensives sessions de négociation aient lieu entre le 21 et le 25 février. Le 25 février, les parties ont conclu une entente de principe.

De plus amples détails seront fournis dans la prochaine édition du *Bulletin*. ■

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Great-West Life Assurance Company, the largest insurer of group insurance plans in Canada, is the new underwriting company of the Life & Accident Insurance Programs for members, spouses, and dependent children of members of the Canadian Association of University Teachers. *See New Carrier for CAUT Life & Accident Insurance.*

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The federal government is planning a national consultation and review of the Canada Pension Plan. What Are Your Views? *See Canada Pension Plan Reform.*

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Academic freedom is alive and well in Alberta as long as university professors keep their noses out of the oil business. *See We Don't Want Cheeky Professors Questioning Our Oil Barons, Do We?*

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It is probably true that a school that trains people in welding is not doing the training it should if there are no jobs in welding. What of a school that trains people in history or philosophy? The Alberta government has listed performance indicators for universities. Under "client satisfaction" was one rating whether students got a job upon graduation, and another rating whether that job was in the field for which they were trained. Presumably, if the student gets no job or gets one for which he or she was not trained, then the university's performance is at fault. *See Why Liberal Education Matters.*

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Le Regroupement des universités de la francophonie hors-Québec (RUFHQ) élabore un plan qui permettra d'établir une stratégie de développement sur une période de trois ans. Un comité de suivi, composé notamment de quatre recteurs, verra à ce que les besoins communs les plus urgents soient identifiés et qu'une stratégie pour les combler soit élaborée. Voir *Universités francophones hors-Québec : Une nouvelle stratégie de développement.*

■

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Quel est votre point de vue?
La réforme du Régime de pensions du Canada

Nouvelle ministre de l'Éducation au Québec

■

Le coin des livres Page 12

Pour tous, le Français Jean-François Champollion restera l'homme qui perça le mystère des hiéroglyphes égyptiens au début du dix-neuvième siècle. Mais sa personnalité nous est à peu près inconnue. C'est ce personnage que ressuscite Jean Lacouture, le biographe du général de Gaulle. *Voir Champollion : Une vie de lumières.*

■

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LETTERS COURRIER

White males don't share Lépine's guilt

Every year in early December, the grief felt on Canadian campuses over the Montreal massacre is used by those who seek to promote the idea of the collective guilt of white males. The article by Jennifer Bankier in the Nov. 1995 CAUT *Bulletin* is a good example. Marc Lépine's murderous insanity is taken to represent sane, nonviolent men through the assertion that his insanity was simply a loss of control over feelings of misogyny which are widespread among other males to varying degrees. Most have those feelings under control, the argument goes; Lépine simply acted them out.

The next step is to create a "continuum" or "spectrum" of male violence and misogyny, with Lépine at the high end and other males placed somewhere along it. Some men appear to have accepted this idea: an article in *University Affairs*, Jan. 1996, quotes Larry Finkelman, a counsellor and psychologist at UNB, as saying, "We need to recognize that there is a spectrum of violent behaviour towards women, and that most of us occupy, or have occupied, a place on that spectrum. We need to look at ourselves honestly and acknowledge the discomfort that a part of ourselves may be more like Marc Lépine than we care to admit." How far will this "need" for men to "admit" their likeness to Marc Lépine be carried in our universities?

By a bizarre further twist, Bankier's article makes Lépine's crime represent only white male misogyny. Non-white males are exempted from this guilt-by-association on the grounds that they, like women, are an "equity-seeking-group." But no evidence is adduced for the implied claim that non-white men are less violent towards women than white men. The whole absurdity of making Lépine "representative" of anyone other than himself is revealed if we review the groups which could be inculpated by these tactics. Lépine could be held to represent: 1. males; 2. white males; 3. North American males; 4. Canadian males; 5. québécois males; 6. Montréal males; 7. École Polyrechnique males. The only grounds for choosing "white males" over the other possibilities is that this happens to be the group one wishes to inculpate.

If the "spectrum" or "continuum" theory of guilt by association were applied in other cases, it would immediately, and rightly, be denounced as sexist and/or racist. If violent Black men were said to "represent" the feelings of non-violent Black men, or if women who murder or injure their husbands were taken to "represent" the misandry that other women share to varying degrees, there would justifiably be an outcry. White males are the only group to be subjected to these patently unfair tactics. A new set of race-gender prejudices is replacing the old ones; the difference is that the new prejudices are officially legitimated.

I find it appalling that CAUT, far from resisting these trends, is furthering them in its *Bulletin* by allowing one of its officials to use grief over the Montreal slayings to promote prejudice against a group of its own members through this repugnant notion of collective guilt.

GRAHAM GOOD
English, University of British Columbia

Minister thanks CAUT

As you know, on Dec. 5, 1995, Bill C-68 [an Act respecting firearms and other weapons] received royal assent. It has now become Chapter 39 of the Statutes of Canada, 1995. Various of its provisions were proclaimed in force on Jan. 1 last, and the balance will become effective in the months ahead.

The Canadian Government now faces the complex challenge of implementing the legislation. Before turning to that task, however, it is important to take a moment to acknowledge the achievement of this legislative goal.

I need not dwell upon the obstacles that had to be overcome in order to see the task to completion. It was a daunting and very challenging process.

I am confident that we would not have succeeded without strong public support for Bill C-68 from individual Canadians and from organizations such as yours. With that in mind, I wish to express my deep appreciation to the members of your organization for the significant contribution [they] made to this process.

ALLAN ROCK
Minister of Justice & Attorney General of Canada

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Published by the Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2 613/820-2270.

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The CAUT Bulletin is published the first week of each month September through June. Average distribution 31,000. Indexed in the Canadian Education Index ISSN 0007-7887

Publié par l'Association canadienne des professeures et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2 613/820-2270

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Le Bulletin de l'ACPPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen : 31 000. Répertorié dans le Repertoire canadien sur l'éducation. ISSN 0007-7887.

Maintain an income long after employment ends.

The Purpose of a Pension Plan

BY FRANK REYNOLDS

A PENSION PLAN HAS ONE PRIMARY purpose — to provide an income when the members are no longer able to earn an employment income. Features such as benefits payable on death, and early retirement provisions are secondary to this purpose.

Pension plans first became common in Canada in the early years following World War II. This was an era of low inflation and as a result most plans simply computed a sufficient pension at retirement and made no provision for the post retirement indexing which was to prove so necessary in the period 1970-1992.

Plan members today generally want several features added to their plan:

1. Post retirement indexing to preserve the purchasing power of their income.

2. Early retirement provisions which will permit them to retire at an earlier age such as 55.

3. The elimination of integration with the Canada Pension Plan.

4. The elimination of employee contributions.

5. The ability to take their money elsewhere and invest it in "better ways" or to obtain benefits not available under their current plan.

The problem with most of these proposals is their cost. To provide a basis for comparison let us suppose that the current plan provides an income of two per cent of final five year average earnings for each year of service. Further suppose that the plan is fully integrated with the Canada Pension Plan and provides no post retirement indexing. Early retirement benefits are available at age 55, subject to a full actuarial reduction. Such a plan would cost the employees and employer a combined rate of 10.2 per cent of payroll, or about 5.1 per cent each.

Post retirement indexing has as its objective the preservation of the purchasing power of a retirement income post retirement. This can be accomplished in a variety of ways but with the large funds available at many universities is usually done by assuming a low rate of interest in determining the value of the liabilities (future pension payments) and using the excess earnings to provide increases in the benefits for retirees. For our basic plan above this would increase the costs by about 5.4 per cent of payroll to 15-16 per cent. The exact amount of the increased cost is highly dependent on the relative proportions of people under 55, 55-65 and retired. A relatively young group would have lower costs and a mature older group somewhat higher costs.

To permit early retirement at age 55 or after 30 years of service is a very attractive feature to many people. Unforrunarely, it is also a very costly feature in several ways. For a professor who, is hired at the relatively young age of 30, this is a costly feature in that the retirement pension is reduced from 70 per cent of the final 5 year average income to only 50 per cent. Furthermore, with the sharply increasing salary scales prevalent at many universities there is a further 20-25 per cent decrease in the income upon which the pension is based for total reduction from 70 per cent to 40 per cent of final five year earnings. For staff and hourly paid employees the reduction in benefits is much less due to the younger age at which they are typically hired. For example a staff person hired at age 20 would only see their benefits reduced from 90 per cent of final pay to 70 per cent. When coupled with the relatively flat pay scales for such people, the total reduction is usually of the order of 25 per cent versus the 40-45 per cent a professor would suffer. Moreover, despite the much lower pensions the costs rise by a factor of at least two for a plan paying unreduced benefits at age 55, ie the costs go from 10.2 per cent of payroll to 20-23 per cent and can be even higher if there are an unusually large number of people aged 50 to 65.

See PENSIONS... Page 7 ☞

New Carrier for CAUT Life & Accident Insurance

GREAT-WEST LIFE ASSURance Company, the largest insurer of group insurance plans in Canada, is the new underwriting company of the Life & Accident Insurance Programs for members, spouses, and dependent children of members of the Canadian Association of University Teachers.

Established in Winnipeg in 1891, this Canadian-owned and operated international corporation ranks among the highest rated life insurance companies in North America. A member of the Power Financial Corporation group of companies, it has received "excellent" or "superior," the highest ratings available, from Standard & Poor's, Moody's, A.M. Best and other bond and credit rating agencies, indicating an extremely strong capacity to meet their obligations to all policy-holders.

As of the end of 1994, the company had $248 billion of life insurance in force, and over $34 billion of assets under administration.

Claiming an inordinately high incidence of mortality over a period of five (5) years, the former carrier of the CAUT life insurance plan, the Prudential Insurance Company of America, unilaterally imposed an increase of 32.3 per cent in their rates in the fall of 1994. Efforts to reverse this increase were unsuccessful, and an intensive marketing survey was made to a number of leading insurance companies to ensure the continuance of coverage for all members insured, at reasonably competitive rate structures.

Great-West Life submitted the best cost and benefit quoration, effectively reducing the previous rates by 5 per cent for all members under age 61. There is no increase in rates for non-smokers over age 61, and although smoker rates have been increased marginally for members age 61-70, they are still more than 20 per cent lower than comparable coverages available.

All members and their dependants insured under the Canadian Association of University Teachers Insurance Trust Group Policies underwritten by The Prudential Insurance Company of America, with annual and/or semi-annual premiums paid to date, are automatically covered now by the Great-West Life Assurance Company. New certificates for these coverages will be issued to members insured with the notices of payment due billing for annual and/or semi-annual premiums due 1 October 1996.

Members insured who have been approved for Total Disability Waiver of Premium Extension of Death Benefits by Prudential, and presently have their coverages being continued without premium payment, will continue to be covered under the Prudential Group Policy. All provisions and benefits, including conversion benefits, will be continued under that group policy.

The ever popular CAUT Professional Property Insurance Plan covers all business personal property belonging to members insured, including books, computers and other equipment used in the practice of the insured's profession. It is an all risks policy of insurance, and the coverage is effective on an all year world wide basis. This coverage is underwritten by the Commercial Union Assurance Company of Canada, and the premium cost at the present time is $75.00 per year. The policy provides $15,000.00 of coverage per claim occurrence, with no limit to the number of claims per year for members insured.

The CAUT Life, Accident, and Professional Property Insurance Coverages are administered for CAUT by KANATIA Consulting & Administration Inc. All inquiries should be directed by mail to: KANATIA, CAUT Insurance Trust, P.O. Box 3528, Stn. "C", Ottawa, ON K1Y 4GI. ■

See advertisement in this issue, page 6.

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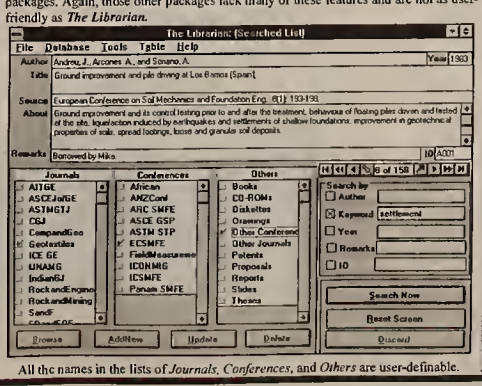

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GOVERNANCE WATCH

Veils of Secrecy

BY GORDON SHRIMPTON

Is openness an infringement of university autonomy? Autonomy guarantees the right of local self-governance, self-direction. It does not confer on anyone the right ro spend someone else's money without giving an account of the expenditure. Of course, most university policies have fiscal implications. This means that the autonomous university must be allowed to commit resources without outside interference in its policies, but autonomy does not absolve the university from an obligation to explain its policies, and report on its management of public funds.

Universities need increased public support, and secrecy can only serve to erode it. "If [Mount Allison President] Ian Newbould is suggesting that universities should have no restrictions on tuition fees," says Kelly Lamrock, UNB student president, "I hope he's prepared to open his school's books and let the taxpayers see for themselves." Lamrock was reacting to a reported proposal from Newbould to escalate Mount Allison's fees dramatically.

Openness has its risks, but Lamrock's reluctance to put faith in Newbould's proposal is symptomatic of the cost of secrecy: an erosion of public trust. At the University of Victoria, a forensic auditor is examining the university's accounts and will report her findings to the faculty association's salary negotiating team. If the university is found to have represented the state of its accounts fairly, the consequences will be a confirmation of trust and an improvement in the working relationship between the administration and the faculty (not to mention other employee groups). Otherwise, the consequence could be a serious deterioration in employee relations at Victoria.

For our first Governance Watch, I am grateful to Professor John Meyer of the University of Windsor. "The following is a progress report on efforts to get the Openness and Transparency Policy Statement of CAUT approved and implemented at the University of Windsor. A motion for analysis and recommendations of the openness and transparency policy statement was made in Senate at the October meeting. This policy statement was then referred to the Senate Executive on which I also sit this year. The Chair of the Senate Executive formed a committee consisting of myself as Chair, a senator from Civil Engineering, and a senator representing the Office of Part-time Students. This committee has met three times this month with designated tasks of reporting on the decision-making areas of the Board, Senate, faculties, and Student Services. Members were to identify the positive channels of communication (openness) and the barriers to openness. The committee expects to report to the Senate Executive in late January in time for the next Senate meeting of February 15. Expeditious action has not been encouraged or supported by present decision makers in administration."

The University of Windsor faculty have adopted a useful strategy. From many quarters one hears complaints that Senates are ineffective, totally dominated by the administration. If that is so, why not provoke a debate on openness on the floor of your university Senate? If nothing changes, what has been lost? And there is always the possibility that your Senate will take a stand, gain in dignity, and the whole community will benefit. ■

This is the first of a series of brief notes on efforts to improve (or even establish) open lines of communication between faculty and administrations on Canadian campuses. The issue has emerged as one of the most important and sensitive of all that we face today owing to the widely accepted belief that cutbacks may be necessary in our universities as a result of reductions in transfer payments from the federal government to the provinces. The perceived fact that "everyone knows" universities are in financial difficulty does not remove the burden of proof from our administrations if and when they claim financial exigency and propose to take Draconian steps. However, it has taken drastic action, including a strike at Manitoba, to persuade some administrations to accept this burden.

Please send reports or reactions to Gordon Shrimpton, facsimile (604) 721-8516; e-mail: gshrimpt@sol.uvic.ca or by post: Classics Department, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4.

Une entente conclue à l'Université Memorial

SUITE DE LA PAGE 1

En janvier, l'administration a déclaré qu'elle accepterait de ne licencier personne pendant trois ans si 60 p. 100 des membres admissibles acceptaient une offre de retraite anticipée. Au départ, l'administration se réservait le droit de décider des candidats à la retraite anticipée. Le syndicat a toutefois fait remarquer que l'administration pourrait ainsi faire en sorte que le maximum de 60 p. 100 ne soit pas atteint. Il a alors été convenu que tous les candidats du groupe admissible seraient acceptés.

La conclusion de l'entente fait suite à de longues et difficiles négociations qui ont débuté en mai dernier. En juin, l'administration a rapidement rompu les négociations et le processus de conciliation. Elle avait déjà préparé un guide administratif visant à remplacer la convention collective et avait tenté de l'imposer une fois la conciliation terminée. Il était évident que l'administration avait l'intention d'anéantir le syndicat et la convention collective.

La MUNFA a rejeté le guide, soutenant que la convention collective existait toujours. Le syndicat a déposé une accusation de manoeuvre déloyale contre l'université comprenant une demande de consultation de toute la correspondance, des procès-verbaux, des notes et des dossiers électroniques sur la mise en oeuvre du guide illégal. À l'automne, les membres ont autorisé l'exécutif du syndicat à demander le vote de grève.

L'association et l'administration ont ensuite convenu de négocier sérieusement de la fin de novembre à la fin de janvier. Elles se sont également entendues pour respecter les conditions d'emploi comme si la convention collective de 1992-1995 était toujours en vigueur et pour suspendre l'appel devant la Commission des relations du travail, et ce, pendant la durée des négociations.

La lettre d'entente précisait également que les négociations se limiteraient aux articles sur la tâche et le licenciement ainsi qu'à une clause de durée.

Les négociations de décembre et du début de janvier ont été largement improductives. Les parties ont alors décidé d'accélérer les pourparlers. L'administration a fait miroiter des offres, notamment un contrat sans licenciement stipulant que le gouvernement permettrait un déficit non précisé et que 60 p. 100 des professeurs âgés de 55 à 65 ans pourraient prendre une retraite anticipée. De fait, l'offre de l'administration n'a jamais été déposée sur la table ou rendue publique. Les négociations ont été rompues à l'échéance le 31 janvier.

Le 31 janvier, peu de temps avant minuit, l'administration a montré une lettre du ministre de la Justice, Ed Roberts, dans laquelle le gouvernement acceptait l'offre de retraite anticipée et le déficit temporaire de l'administration à condition qu'il n'y ait pas de grève ou de lock-out. Par ce stratagème, l'administration pensait ainsi intimider l'association pour qu'elle ratifie aussitôt l'entente.

L'association a plutôt fixé au 7 février le déclenchement de la grève. Elle a reçu de l'administration une déclaration selon laquelle la lettre du ministre ne satisfaisait pas à la première des conditions de l'université pour un contrat sans licenciement, soit que l'université puisse avoir un déficit. L'équipe de négociation a qualifié de duperie les offres conditionnelles de l'administration et ses manoeuvres de dernière minute.

L'association a aussi formulé huit exigences en vertu de la loi sur l'accès à l'information de Terre-Neuve en ce qui concerne l'information financière que l'administration a continuellement refusé de transmettre. L'échéance pour respecter les exigences coïncidait avec la semaine de la grève.

Les administrateurs de la Caisse de défense se sont réunis et ont voté des indemnités de grève pour le corps universitaire de Memorial ainsi que des fonds pour assumer le coût des avantages assurés. Ils ont également consenti un prêt de 750 000 $.

Immédiatement après la rupture des négociations le 31 janvier, deux médiateurs du gouvernement ont entrepris une médiation soutenue. Le directeur général de l'ACPPU s'est joint à la médiation et les parties ont conclu une entente le 6 février avec l'aide des médiateurs, à l'issue de deux jours de négociations ininterrompues, les 5 et 6 février.

Les médiateurs du ministère du Travail ont félicité Bernice Schrank, négociatrice en chef de la MUNFA, en faisant remarquer que la convention collective négociée était la meilleure de toutes celles négociées pour des employés de Terre-Neuve depuis cinq ans. L'exploit est remarquable compte tenu de l'appui bruyant qu'une petite minorité de l'unité de négociation a accordée aux positions de l'administration aux moments critiques. Pour reprendre l'expression de l'un des étudiants des cycles supérieurs engagés dans une guerre de courrier électronique, ces professeurs minoritaires étaient les Neville Chamberlain de Memorial.

Les membres ont ratifié l'entente à 532 contre 16, soit à 98 p. 100. ■

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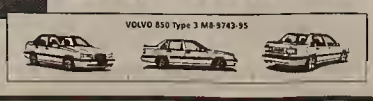


New Approach in British Columbia

Faculty Resume Historic Provincial Bargaining

BY ROSEANNE MORAN

AT THE END OF JANUARY, EIGHT OF British Columbia's 22 colleges and institutes were the target of coordinated job action. The job action, taken by locals of the College Institute Educators' Association of B.C. (CIEA), followed the breakdown of historic talks to achieve a provincial framework agreement for 25 faculty bargaining units in the college and institute system.

Institutions involved in the Jan. 31 job action were: Douglas College, East Kootenay Community College (College of the Rockies), Kwantlen University College, Okanagan University College, Langara College, North Island College, Selkirk College, and Vancouver Community College.

While talks are now back on track, the new approach to bargaining in B.C. has proven difficult to establish and maintain. This article looks briefly at the background and issues in creating a provincial bargaining table for college and institute faculty in B.C.

Assessing a New Bargaining Context

The impetus for provincial talks began in the Fall of 1995, when bargainers and presidents of CIEA locals came to an understanding that bargaining could not be "business as usual."

At CIEA's 1995 Annual General Meeting, CIEA locals decided to devote significant resources to fighting federal cuts through a government lobby and community campaign. Proposed cuts of some $200 million for post-secondary education alone in the first two years of the Canada Health and Social Transfer could wreak havoc if cuts were passed on to the post-secondary system. Such cuts would also create enormous pressures in the areas of job security, working conditions and compensation.

CIEA locals also faced a much more centralized bargaining environment. In the college and institute sector, faculty and staff unions are now dealing with employers who are accountable to the Post Secondary Employers' Association (PSEA). The PSEA includes a combination of governing board members, human resources management personnel and presidents (CEOs) from each college and institute.

The PSEA takes direction from an overall Public Sector Employers' Council(PSEC). The PSEC includes representatives of the employer councils in six major public sector areas as well as four cabinet ministers with large public sector service commitments. Since September 1993, the PSEC has established the guidelines under which councils such as PSEA must settle collective agreement terms and conditions and, through this, the PSEC has effectively controlled the agenda on the "big issues" (job security, compensation, workload, some aspects of regularization). The new structure of legislated employer councils in the public sector has resulted in an erosion of local institutions' ability to set their own bargaining mandates and responses.

Provincial government policy of rationalizing union bargaining structures in the public sector also created pressure for system-wide bargaining. In both the health care and public school sectors, government has questioned multiple-unions and/or multiple negotiations in the face of the potential for disruption of service and the public backlash. Bargaining structures in the health sector have been rationalized through legislation. Teachers have been brought to a provincial table by legislation. CIEA's goal in entering system-wide bargaining was to avoid intervention through legislation and to retain local control over as many issues as possible.

In British Columbia, as elsewhere, faculty and staff are feeling the effects of a labour market orientation in the post-secondary system. Institutions and unions are grappling with new educational technologies and modes of delivery, a new emphasis on supporting non-traditional students and a new focus on labour market and other "measurable" outcomes. A number of initiatives and reports are shaping the direction of educational reform in British Columbia, including the provincial Skills Now! program, the recently issued report of the B.C. Labour Force Development Board, Training for What?, and a new strategic planning process for the college and institute system in which CIEA participates.

Establishing a Provincial Table

By early Fall the threat of federal funding cuts to post-secondary education, concern about the provincial economic picture, the impact of educational reform and the centralization of the bargaining process had combined to create uncertainty and confusion. Some eight locals of CIEA were either in strike mode or coming to the end of a very unproductive round of bargaining. Bargainers, local presidents, and members were feeling the effects of a number of pressures which had to be factored into bargaining.

Faced with a difficult situation, and with the knowledge that the answer to problems no longer lay with individual employers, CIEA embarked on a novel and controversial path. In an attempt to defend members' job security and to achieve a measure of fair compensation, CIEA lobbied to solve some of the emerging problems through a provincial forum. The result of that lobbying effort was the establishment of a provincial table, known as the Multi-Institutional Discussions.

The outcome of provincial discussions would not be in the form of a Master Agreement; instead, it would be a 'framework agreement'. Terms and conditions in the framework agreement would be incorporated into a letter of agreement, attached to local collective agreements when ratified by the local parties.

At the provincial table, employers are represented by the Post Secondary Employers' Association (PSEA) and a representative of the Public Sector Employers' Council assigned to the PSEA. A representative of the Ministry of Skills, Training and Labour is also at the table.

All employee groups are represented in the process: faculty, support staff, and even a "table" for non-union employees. Over 25 local unions, represented primarily by CIEA and the B. C. Government and Service Employees Union, are at the table to bargain "system" issues. The recent discussions and resulting job action, however, concern only faculty collective agreements.

A Joint Union Caucus was established to represent faculty at the provincial table. The Caucus identified two "system-wide" issues as paramount: job security and compensation fairness. Job security measures would protect against the reduction in funding (layoffs) and the effects of restructuring (displacement and termination) and privatization. Compensation fairness would address the need to 'level up' to end the disparities in salaries across the province, an end to pay discrimination against non-regular employees and inflation protection.

College and Institute Faculty Resist Concessions

To give the provincial process time to work, the eight CIEA locals who had taken successful strike votes prior to the beginning of provincial bargaining had agreed to delay any job action until Jan. 5 and then again to Jan. 31.

On Jan. 26 — after four months of pressure by CIEA and its partners to establish the process and to get results — provincial talks broke down. At issue was a package, tabled by the Post-Secondary Employers' Association, seeking productivity gains by rolling back provisions of the unions' collective agreements. CIEA President, Ed Lavalle, said that college and institute employers appeared to prefer conflict over cooperation.

CIEA's Bargaining and Coordination Review Committee also expressed concern that employers appeared intent on proposing only those solutions which would gut collective agreements and would place the burden of maintaining access solely on the shoulders of faculty and other workers in the system. The employers proposals included longer teaching hours, larger classes and less time for professional development activities.

Following the breakdown of talks, eight CIEA locals engaged in one and a half weeks of rotating job action.

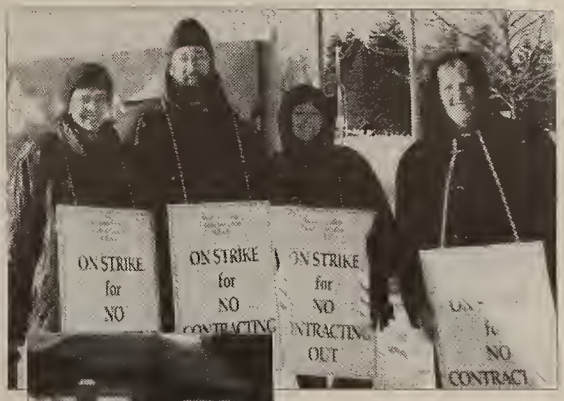
With the assistance of the Public Sector Employers' Council Secretariat a new round of talks began on Feb. 15. The talks will be assisted by respected labour relations expert, James Dorsey. Both sides hope to achieve a framework agreement by the end of March, and job action has been suspended while talks are occurring.

The British Columbia educators' bargaining experiment is continuing. Faculty hope that the resulting framework agreement will provide a measure of fairness and job security that could not be achieved through local bargaining. All sides at the table are experiencing a level of discomfort given the long history of local autonomy in the college and institute system. The new reality, however, may mean that the challenges facing post-secondary education and all public services can no longer be adequately addressed within the local structures which have defined the current system. ■

(Roseanne Moran is Staff Representative of the CIEA.)

College Institute Educators' Association of British Columbia

CIEA represents the professional and labour relations interests of 5,500 college, institute and university-college faculty in British Columbia. CIEA has a special provincial associate membership in CAUT.



On the Line ...

▲ *Surrey, B.C.*
Following the breakdown of of talks — Kwantlen University College faculty on the line for "No Contracting Out."

◄ *Cranbrook, B.C.*
Braving the wind and snow on the East Kootenay Community College picket line.

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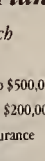

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Une nouvelle stratégie de développement

Le Regroupement des universités de la francophonie hors-Québec (RUFHQ) élabore un plan qui permettra d'établir une stratégie de développement sur une période de trois ans. Un comité de suivi, composé notamment de quatre recteurs, verra à ce que les besoins communs les plus urgents soient identifiés et qu'une stratégie pour les combler soit élaborée.

Les membres du Regroupement se sont engagés dans cette voie lors de la réunion annuelle, en novembre, au Collège universitaire Glendon, à Toronto. Le plan de développement sera présenté à la prochaine rencontre annuelle, qui aura lieu à la Faculté St-Jean, de l'Université de l'Alberta, à Edmonton, en octobre.

La rencontre annuelle a aussi permis d'élire le nouveau président. Marcel Hamelin, recteur de l'Université d'Ottawa, a ainsi accepté la présidence du Regroupement pour un mandat de deux ans.

Les autres membres du comité de suivi sont Harley d'Entremont, président sortant et recteur de l'Université Sainte-Anne, en Nouvelle-Écosse; Ross Paul, recteur de l'Université Laurentienne, en Ontario; Jean-Bernard Robichaud, recteur de l'Université de Moncton, au Nouveau-Brunswick; Luc Rainville, représentant de l'Association des universités et collèges du Canada; Jacques Parent, représentant des universités du Québec, et Vincent Bourgeois de l'Université de Moncton, secrétaire du Regroupement.

Parmi les projets mis en oeuvre par le Regroupement, mentionnons le Séminaire d'été de la francophonie canadienne qui aura lieu cette année à l'Université Laurentienne. Il s'agit de cours sur la francophonie crédités pas les universités membres offerts depuis cinq ans à des étudiants et étudiantes francophones du pays au niveau des premier et deuxième cycles.

De plus, le Regroupement s'est doté d'une déclaration sur la promotion du perfectionnement linguistique, commune à l'ensemble des universités membres. Cette déclaration a pour but de promouvoir la qualité du français dans les universités et de jouer un rôle incitatif dans le partage des services, dans les échanges entre universités ainsi que dans la création en commun de programmes et de ressources pédagogiques. Cette déclaration prévoit aussi l'engagement des universités membres à fournir à leur clientèle l'encadrement linguistique dont elle a besoin pour devenir compétente en français.

Une soixantaine de personnes oeuvrent au sein des comités de l'organisme, notamment celui de l'édition en langue française, du perfectionnement linguistique, pour l'accès aux études en français, du Séminaire d'été ainsi que celui des technologies électroniques.

Fondé en 1990, le Regroupement a été créé dans le but de promouvoir la coopération entre les universités de la francophonie à l'extérieur du Québec pour animer le développement de l'enseignement supérieur et de la recherche scientifique et d'échanger l'information et les ressources qui permettront de relever les défis communs face à leur avenir.

Pour obtenir des renseignements au sujet des activités du Regroupement, communiquez avec Vincent Bourgeois, secrétaire du RUFHQ, au (506) 858-4130, par télécopieur au (506) 863-2015, ou par courrier électronique à l'adresse bourgev@umoncton.ca. ■

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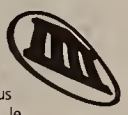

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The Purpose of Pensions

FROM PAGE 3

Integration with the Canada Pension Plan is seen by many as a "take away." In fact it works to the advantage of the professorate in the university community. Its elimination would increase the costs for the staff and hourly employees by about 54 per cent and for the professorate by about 20 per cent, for a combined cost of about 35-40 per cent. But most of this increased cost benefits the non professorial staff.

The elimination of employee contributions is occasionally proposed, usually with refetence to the non contributory plans in the U.S. The difference is attributable to the difference in the tax systems between Canada and the U.S. In the U.S., employee contributions to a pension plan are fully taxed when the contribution is made but not taxed when the pension is paid. Accordingly, it is worth the employees while in the U.S. to take a reduction in pay with the reduction becoming an increase in the university's contribution. In Canada, there is no tax advantage to such an arrangement. In most defined benefit plans the employer pays about 50-60 pet cent of the cost. For the model plan, the total cost would not change but the employer's cost would rise from 5.1 per cent to 10.2 per cent.

The ability to withdraw one's accumulated pension value and take it elsewhere is a popular option with some employees. However it is an inequitable option. Two people with exactly the same earnings history who retire in different economic climates can receive pensions which differ by 20 per cent and more. In recent years, it has been an extremely costly option for many plans as the outflow of money to retiring people hasequalled or exceeded contributions. This has prevented some plans from taking full advantage of favourable investment climates. It can easily prove very costly for the employees involved. Most plans have professional money managers manage the investments. The comperition for such engagements is very keen and usually involves careful screening of the best managers available. To expect that a person with little or no experience will be able to make better judgements as to rhe best money managers for the future has about the same odds as Russian roulette.

As a practical matter, there is a fixed pool of money available to finance pensions for retirees. It is a judgement of those involved what the best use of funds is. Usually the choices are between good benefits on early retirement and an indexed pension. Rarely does one see non-contributory plans or the elimination of integration with the Canada Pension Plan. ■

(Frank Reynolds is a professor of actuarial science at the University of Waterloo.)

What are your views?

Canada Pension Plan Reform

THE FEDERAL GOVERNMENT is planning a national consultation and review of the Canada Pension Plan. The federal and provincial finance ministers met recently and considered a variety of possible changes such as increasing the mandatory age of retirement to 67 or 68, increasing contributions from employees and employers, or decreasing pay-outs. No agreement was reached. CAUT intends to participate in the consultation and make a submission. To assist us in preparing our submission, members of CAUT are invited to send us their views about the CPP and any changes proposed. Comments are welcome by mail, facsimile, or electronic mail and should be sent to the arrention of Rosalind Riseborough, CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2; facsimile: (613) 820-7244; e-mail: acppu@caut.ca. ■

Nouvelle ministre de l'Éducation

PAULINE MAROIS SUCCÈDE À Jean Garon comme ministre de l'Éducation dans le nouveau cabinet annoncé le 29 janvier dernier. Elle quitte les Finances où elle n'a été en poste que trois mois. Signalons que M^me^ Marois a également été ministre responsable de la Famille de 1994 à 1996, ainsi que ministre déléguée à l'Administration et à la Fonction publique et présidente du Conseil du Trésor de 1993 à 1994. D'abord élue il y a quinze ans dans la circonscription de La Peltrie, M^me^ Marois est députée de Taillon depuis 1989. Elle détient une maîtrise en administration des affaires de l'École des hautes études commerciales et un baccalauréat en service social de l'Université Laval.

Le premier ministre, Lucien Bouchard, a déclaré que l'éducation, l'économie et le développement régional seront les trois priorités de son gouvernement. ■

Source: Association canadienne d'éducation, Le petit bulletin du 12 février 1996.

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Quel est votre point de vue?

La réforme du Régime de pensions du Canada

LE GOUVERNEMENT PRÉVOIT tenir à l'échelle du pays une consultation et un examen du Régime de pensions du Canada. Les ministres des Finances fédéral et provinciaux se sont réunis et ont étudié une gamme de modifications possibles allant de la hausse de l'âge obligatoire de la retraite à 67 ou à 68 ans, à l'augmentation des cotisations des employés et des employeurs en passant par la baisse des prestations. Aucune entente n'a été conclue. L'ACPPU a l'intention de participer à la consultation et de présenter un mémoire. Nous invitons les membres de l'ACPPU à nous communiquer leur point de vue sur la réforme du RPC et sur les modifications proposées, ce qui nous aidera à rédiger notre mémoire. Vous pouvez transmettre vos commentaires par courrier, télécopieur ou courrier électronique à l'attention de Rosalind Riseborough, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2; télécopieur : (613) 820-7244; courrier électronique : acppu@caut.ca. ■

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PE	UPEI	40,566	38,675	35,830	36,219	41,481	38,010
NS	Acadia	38,738	38,427	34,428	34,807	37,473	36,350
	Dalhoulsie	39,456	37,533	36,721	37,706	37,637	36,570
	Mt. St. Vincent	35,434	35,050	32,946	32,698	37,009	35,290
	NSCAD	31,250	32,056	33,143	29,543	31,143	33,705
	TUNS	41,675	44,621	44,967	40,199	40,764	39,422
	Sainte-Anne	n/a	36,456	31,380	28,468	29,040	29,558
	St. Francis Xavier	38,797	34,777	35,552	32,419	33,051	32,301
	St. Mary's	38,066	37,659	34,315	33,141	34,475	33,476
	Cape Breton	n/a	37,271	34,821	30,755	30,222	28,757
NB	Mt. Allison	38,422	38,449	33,099	31,347	33,438	31,744
	UNB	41,872	39,470	38,713	37,568	36,601	37,393
	Moncton	38,584	40,327	37,200	36,190	35,286	37,151
	Shippagan	*	*	n/a	31,786	31,479	35,701
	St. Louis Maillet	*	37,833	n/a	30,347	33,155	33,728
	St. Thomas	37,641	38,594	34,819	36,248	39,168	39,386
PQ	Bishops	37,753	41,946	41,379	32,862	34,830	n/a
	McGill	39,203	41,535	40,674	35,207	38,176	n/a
	Concordia	n/a	42,591	42,070	38,489	39,048	n/a
ON	Algoma	42,584	n/a	38,475	36,812	45,692	32,691
	Brock	42,322	39,973	37,612	35,028	40,201	40,393
	Carleton	42,559	36,887	38,109	37,677	41,580	44,455
	Guelph	43,747	42,314	39,242	37,955	44,285	45,444
	Lakehead	42,984	40,391	36,915	35,864	41,072	39,618
	Laurentian	43,338	43,433	39,370	36,868	42,928	40,577
	McMaster	43,228	41,413	38,840	38,658	42,150	42,901
	Nipissing	41,397	50,957	46,330	44,162	44,303	43,662
	Ottawa	42,656	43,551	42,207	39,462	41,550	41,364
	Queen's	42,478	41,393	38,371	36,168	44,185	41,544
	Toronto	43,106	42,090	34,837	37,673	42,814	43,210
	OISE	53,384	47,341	44,552	*	46,108	46,070
	Trent	40,394	37,442	34,340	31,494	38,709	42,180
	Waterloo	43,750	41,673	39,261	38,795	43,861	42,532
	Western	42,909	43,928	38,159	38,190	42,031	40,649
	King's	39,497	40,246	38,437	39,326	38,318	37,601
	Windsor	44,478	41,142	37,167	35,919	41,683	41,673
	York	42,641	39,609	39,727	37,335	44,891	43,675
	Wilfrid Laurier	43,013	40,810	39,517	37,802	41,519	41,500
	Ryerson	n/a	n/a	n/a	n/a	43,590	37,617
MB	Brandon	38,119	38,393	37,469	37,100	36,162	36,614
	Manitoba	39,491	40,980	38,432	37,874	38,336	39,659
	St-Boniface	n/a	n/a	34,752	35,510	37,139	n/a
	Winnipeg	36,975	38,490	36,073	34,121	33,632	34,868
SK	Campion	38,047	*	35,037	36,919	*	*
	Regina	n/a	40,359	38,028	34,784	38,297	40,094
	St Thomas More	40,128	40,000	35,429	35,403	37,392	36,804
AB	Alberta	41,457	40,637	38,947	37,113	39,995	39,486
	Augustana	n/a	n/a	n/a	30,621	30,075	33,490
	Calgary	40,578	39,330	39,383	37,588	37,365	36,946
	Lethbridge	42,069	42,889	39,289	35,994	35,146	37,307
BC	UBC	43,081	45,219	45,009	39,499	44,587	n/a
	UNBC	n/a	n/a	n/a	n/a	n/a	37,933
	RRMC	42,716	44,756	41,147	38,105	38,502	n/a
	Simon Fraser	43,447	45,176	43,623	37,610	41,739	43,028
	Victoria	41,188	45,045	40,873	35,796	39,566	40,145
Cdn Military Colleges		43,519	45,898	41,772	38,946	40,529	39,826

NOTES: Non-medical/dental staff only. Faculty without administrative duties.
* Too few individuals to permit release of data
** Adjusted salaries. 1986 = 100.
n/a Data not available. In 1994-95 column this means data are not yet available from Statistics Canada. In earlier years this may indicate that data are not available because the institution did not exist. The rank structure at Ryerson did not include the usual academic ranks in the years included here before 1991-92. Salaries have been adjusted for inflation based on the following indices: 1971-72, 0.32; 1975-76, 0.443; 1981-82, 0.755, 1985-86, 1.0; 1991-92, 1.262; 1994-95, 1.307.

— SOURCE: STATISTICS CANADA, POSTSECONDARY EDUCATION SECTION, CATALOGUE 81-258 (ANNUAL) AND UNPUBLISHED DATA —

Alternative Budget 1996

Economic Growth, Jobs & Social Investment

BY ROBERT CHERNOMAS & ERROL BLACK

THE ALTERNATIVE BUDGET for 1996 "A Choice. For A Change." offers a concrete alternative to the myopic and counterproductive strategy of Paul Martin and his predecessors in the Department of Finance.

The debt, the deficit, the power of international financial markets — these have been the rallying cry of Paul Martin for Canada to slash government services, cuttail social programs, cut benefits to the poor and tetreat from funding health, education and child care. Canadians who cate about out social responsibilities, our unemployment, and out poverty, have come to believe that our choices are either an unmanageable debt (with disastrous consequences for our future) or reduced spending (even though it means tough times for many). This belief is unfounded, the product of relentless propaganda from government, business elites and the media. There are other, superior choices.

It is essential to remember that our debt problems are not caused by rampant overspending on out social programs. Rather, they are caused by the deliberate high-interest, low-growth rate strategy of successive federal governments (ostensibly intended to achieve zero inflation), combined with an unfait and ineffective tax system.

Mt. Martin insists that his fiscal policies will reduce deficits and the debt and set the stage for economic renewal. In reality, his strategy is counterproductive. His cuts will leave an inefficient and ineffective social infrastructure — an infrastructure which we need for growth and employment, and which holds us together as a nation. As well, budget cuts combined with the govetnment's high interest rate policy will lead to lowet than necessary investment, consumption, and employment levels. This situation will, in turn, exacerbate unemployment, poverty and insecurity. Furthermore, this policy mix will retard the growth in tax revenues and frustrate deficit and debt reduction.

It should be remembered also that the monetaty policies of this and previous governments coupled with deregulation of our financial markets result in a regressive transfer to financial investors and bond holders and an increase in foreign control over our economy. This makes the finance minister and Bank of Canada beholden to the speculators in the paper economy instead of workers and businesses in the teal economy.

The fact is, there are othet choices. The Alternative Federal Budget has been developed by labour organizations and community groups (including CAUT) throughout Canada to demonstrate that the fiscal goals that Martin has identified can be achieved while generating additional growth and job creation and strengthening our social programs.

The keys to the solution are in the choices behind the choices.

Generating Economic Growth & Job Creation

Official unemployment at present is estimated at 9.5 per cent. For every 1.0 per cent of economic growth, government revenues grow by 1.05 per cent. For every 1.0 per cent of unemployment it is estimated that we lose 2.5 per cent of GDP. In 1991, for example, avoidable unemployment cost Canada $80 billion in lost output — about $3,000 worth of goods and services for every man, woman and child in Canada.

The alternative budget would lower the rate of interest by one percentage point below what it would be under the Martin regime. This in turn would raise the real growth rate by one per cent per yeat and generate approximately 150,000 additional jobs per year. This would reduce the unemployment — even after allowing for the re-entry of discouraged workers — to 7.5 to 8.2 per cent by 1997-98.

In addition, the alternative budget proposes direct job creation through modest increases in public sector spending on physical and social infrastructure. Specifically, additional spending would be directed to public investment in: roads, bridges, sewers and public transportation; health and education; retrofitting of houses for energy conservation, structural stability and other purposes, waste disposal water conservation, etc.; not-for-profit child care; and increased research and development.

All of these are high jobs-per-dollar investments with low import content. These jobs will be relatively high-wage jobs, attractive to youth and sensitive to employment equity concerns.

These measures would be bolstered through changes to the federal labour code which reduce the average work week, the creation of an enterprise development bank and related measures.

Social Investment Funds

In contrast to Mr. Martin and the federal government, the organizations, groups and individuals who contributed to the creation of the alternative budget, believe that the federal govetnment must play a leadership role in funding and setting standards for the social investment programs vital to Canadians. To this end, the alternative budget calls for seven social investment funds required for sustaining human development in Canada. These funds are earmarked for: health care, income support, post-secondary education, child care, housing, retitement income, and unemployment insutance.

The fund for post-secondary education will be of particular interest to readers of the *Bulletin*. In brief, the alternative budget will: restore transfers to provinces to their 1994-95 level of $2.1 billion and index transfers by the three-year moving average of per capita GDP (estimated at 3.9 per cent in 1996/97 and 4.5 per cent in 1997/98); provide additional funding for student support and the gradual conversion of student loans to grants; and increase funding for First Nations' education by 10 per cent in each of the next two years.

A key feature of the post-secondary education fund is the establishment of a Highet Education Act which will define the federal government's role in post-secondary education and establish national standards based on principles relating to public education, accessibility, comprehensiveness, and the transferability of credits between institutions and regions.

Financing the Alternative Budget

Under the alternative federal budget total program spending is projected to increase by 5.9 per cent in 1996-97 and 5.2 per cent in 1997-98. How will it be funded?

The additional economic growth and job creation arising from changes in monetary and fiscal policies will generate 80 per cent of the required revenues over the next five years. In addition, a series of "Solidarity Tax" measures are required over the next two years to generate net revenues of $4 billion and $2.6 billion. This is achieved by reducing taxes for low-income groups by $2.2 billion and imposing additional taxes on corporations and people in uppet income groups and eliminating some of the tax expenditures available to corporations.

The alteenative budget would also achieve reductions in the costs of debt servicing by having the Bank of Canada buy back outstanding debt from commercial banks over the next five years to achieve a holding of 15 per c ent. This is substantially higher than the current four pet cent held by the Bank, but still much below the 25 per cent held by the Bank in 1970. This would reduce interest rates and therefore interest burdens.

Other measures are proposed which are designed to testore some control over capital and make banks and other financial institutions more accountable and subject to greater democratic control.

Conclusion

The employment, monetary and financial reforms in the alternative budget are means to get people back to work, and to restore their confidence in themselves, the economy and the nation. Most of these reforms were once, in mote prospetous times, the law of the land in Canada anyway. These reforms, national solidarity and economic growth require us and allow us to strengthen our social investments in health, education and social security. They also allow us to increase our commitments to the First Nations and to move decisively in dealing with environmental issues. All of this is achieved, moreover, while not only meeting Mr. Martin's deficit and debt reductions targets, but exceeding them. There are choices in constructing budgets. The choices made in the alternative budget are superior to the choices made and contemplated by Mr. Martin and his colleagues in the Liberal government. ■

(Robert Chernomas and Errol Black are, respectively, Vice-President and President of the Manitoba Organization of Faculty Associations.)

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VOTRE ANNONCE ICI

Settlement at Memorial

FROM PAGE 1

The association and the administration then agreed to engage in serious negotiations between the end of November and the end of January. They also agreed that terms and conditions of employment would be as if the 1992-95 collective agreement were in force during the period of these negotiations, and that the appeal to the Labour Relations Board would be put on hold during the negotiations.

This memorandum of agreement also specified that negotiations would be limited to the workload and lay-off articles plus a duration clause.

Negotiations in December and early January were in large part unproductive. The parties then agreed to accelerated talks. The administration proposed a series of mirages — a no lay-offs contract with the provision that the government allow an unspecified deficit and that 60 per cent of those faculty between the ages of 55 and 65 take the early retirement offer. The administration's offer had, in fact, never been put on the table or otherwise made public. The talks collapsed at the deadline on Jan. 31.

Shortly before midnight on Jan. 31, the administration produced a letter from Justice Minister Ed Roberts saying the government would approve the administration's early retirement scheme and the temporary deficit that went with it provided there was no strike or lockout. The administration thought this ploy would intimidate the association into signing on the spot.

Instead, the association set Feb. 7 as the deadline for a strike. It got from the administration a statement that Roberts' letter would not satisfy the first of the university's conditions for a no-lay-off contract noted above, namely that the university should be allowed to run a deficit. The bargaining team considered both the administration's conditional offers along with its midnight manoeuvre as a con job.

The association also launched eight demands under the Newfoundland Freedom of Information legislation for the financial information which the administration had consistently refused to supply in any meaningful way. The deadline for responses corresponded with the week of the strike.

The trustees of the CAUT Defence Fund met and voted strike benefits for the academic staff at Memorial plus funds to cover the cost of their insured benefits and a loan of $750,000.

Immediately after the Jan. 31 breakdown, there followed a sustained mediation by two government mediators. The Executive Director of CAUT joined these mediation talks, and the parties reached a settlement on Feb. 6 with the help of the mediators in a marathon session on Feb. 5 and 6.

The Labour Department mediators congratulated Professor Bernice Schrank, chief negotiator for MUNFA, noting this was one of the best collective agreements negotiated for employees in Newfoundland in the past five years. It was, in fact, all the more remarkable given the noisy support for the administration's positions at critical moments by a small minority of the bargaining unit who were, in the words of one of the graduate students engaged in the e-mail war, the Neville Chamberlains of Memorial.

The members voted to ratify the agreement by a margin of 532 to 16 or 98 per cent of the votes cast. ■

We Don't Want Cheeky Professors Questioning Our Oil Barons, Do We?

BY LINDA GOYETTE
Edmonton

ACADEMIC FREEDOM IS ALIVE and well in Alberta as long as university professors keep their noses out of the oil business.

This story will shake your assumptions about a scholar's independence.

Dean Neu is an associate professor in the faculty of management at the University of Calgary. He is a member of the Alberta Institute of Chartered Accountants. He has tenure.

David Cooper is CGA professor of accountancy in the faculty of business at the University of Alberta. He is a founding editor of the academic journal *Critical Perspectives on Accounting*, and author and co-editor of seven books and over 40 articles in his field.

The professors collaborated last year on a critical analysis of the Klein government's accounting methods, specifically the way it calculates debts and deficits. They argued that the provincial Conservatives inflated deficit figures by about 30 per cent to justify deep cuts in program spending; and certain vulnerable Albertans had made a disproportionate sacrifice as a result.

Neu and Cooper also waded into the dangerous territory of oil and gas revenue. In "The Politics of Debt and Deficit in Alberta," a chapter in a recent book of critical essays, *The Trojan Horse: Alberta and the Future of Canada*, they had the temerity to question the startling decline in Alberta's energy royalties in the past decade.

They calculated that energy royalties fell from $4.5 billion in 1983 to $2.2 billion in 1993 — a difference larger than the projected 1994 deficit, and more than double the Klein government's total health care cuts.

The professors attributed the decline in Alberta's energy revenue, in part, to the oil industry's successful political lobbying in the past decade for decreases in royalty rates and for generous incentives. (They estimate the Alberta Royalty Tax Credit alone was worth about $1.7 billion to producers between 1987 and 1992.)

"Government policies have encouraged resource companies to sell off more and more of our oil and gas reserves while allowing these companies to contribute less and less for the privilege of doing so," they concluded.

You'd think the two men had committed treason. Nine days after they published an abridged version of their findings in the *Calgary Herald*, they received a letter from Gerard Protti, president of the Canadian Association of Petroleum Producers.

The major oil companies complained about the "poor and, frankly, bizarre analysis" — as they certainly have a right to do — but they didn't stop there.

"By copy of this letter, we recommend to your respective deans that they have a panel of your peers review your analysis and provide you with their assessment..."

Now it happens that the oil industry contributes large chunks of money every year to both the faculty of management and the faculty of business.

Neu will not reveal the details of his discussion with the dean. But it has been agreed he will include a disclaimer on future articles saying that his views are not necessarily shared by the faculty of management at the University of Calgary.

"I'm comfortable with that," he says.

Well, that's good. I think he has reason to object. Disclaimers are unnecessary and offensive in an open-minded university.

I phoned Neu to ask him what he thought about the Klein government's decision to cut royalty rates for oil-sands projects by close to $2 billion over eight years.

"I think it's quite consistent with their pattern," he said bluntly.

Sorry boys. Your muzzle didn't work. ■

(Linda Goyette is a columnist for the Edmonton Journal.)

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The Information Highway — From Public Thoroughfare to Private Road

BY KENNETH FIELD

In 1994 Industry Minister John Manley established the Information Highway Advisory Council to develop a Canadian strategy for the Information Highway. The Council was composed of thirty-one members: seven affiliated with universities, and eighteen of the remaining twenty-four from the private sector.

The Council focused on three primary objectives: creating jobs through innovation and investment in Canada; reinforcing Canadian sovereignty and cultural identity; and ensuring universal access at reasonable cost.

In its final report, the Advisory Council addressed its objectives through five guiding principles: an interconnected and interoperable network of networks; collaborative public and private sector development; competition in facilities, products and services; privacy protection and network security; and lifelong learning as a key design element of Canada's Information Highway.

The primary theme throughout the report is the privatisation of the Information Highway. The Council recommends that all governments encourage small and medium sized businesses in the development and operation of the Information Highway and discourage the monopolistic tendencies of the large telephone and cable service providers. In fact, the Council states explicitly that the "private sector should build and operate the Information Highway...," adding that "those who make the investment should bear the risk and reap a fair reward."

The Council sees government's role as providing incentives to private industry in the form of tax breaks for the purposes of research and development, deregulating to remove barriers to greater competition, and relaxing foreign ownership limits to enable better access to foreign capital. These would be coupled with regulations to eliminate cross-subsidization of services by the large telcos and cable providers and, where necessary, government intervention to ensure universal access.

The Council believes market forces will ensure universal access at affordable rates and, as more Canadians are educated in the uses of information technology, greater demand for services will spur industry to develop more and better services.

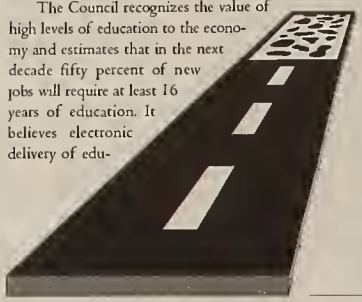
In private industry the bottom line determines what services and products are provided. Reasonably priced high quality services and products are seldom widely available: one pays for what one gets and usually the less one pays the poorer the product or the service.

Education & Research

The Council views education's role as helping people move between their "three, even five different careers," and providing the job training and computer literacy to enable people to work in the information industry and utilize the Information Highway. This would of course benefit the providers of products and services by fattening their profit margins.

In a dissenting report Canadian Labour Congress Executive Vice-President Jean Claude Parrot raises a vital element about education and employment in the information industry — the job displacement effect of technological changes. Studies about the known effects of new technologies on workers reinforce Parrot's argument that market driven development of the Information Highway will not address the issue of structural unemployment.

The Council recognizes the value of high levels of education to the economy and estimates that in the next decade fifty percent of new jobs will require at least 16 years of education. It believes electronic delivery of educational and training materials would cut costs and improve access to opportunities for lifelong learning.



The private sector will develop technology-based learning and training tools with input from training institutions and commercial trainers. The ultimate goal will be to "create a critical mass of users for technology-based learning and training tools." Governments will assist the private sector in gaining a foothold in the educational and training software markets through procurement and incentives.

Achieving homogeneity in course content will require some form of coordination and control of the materials and tools available. A national strategy is proposed for stimulating use of the Information Highway for learning and for developing performance indicators to provide private sector developers with data needed to prepare electronic course materials for wide distribution on the Internet. In addition, a uniform system for credit transfer among Canadian post-secondary institutions will aid in creating a homogenous environment for the dissemination of electronic course materials.

Lastly, on the issue of "training the trainers" the Council recommends that new and current practitioners in the learning and allied professions (e.g. teachers, trainers, librarians and school administrators) be required to be "proficient in the use of technologies for delivering learning and training services." One might well ask if the term "teachers" includes university faculty, and if not then what has happened to them?

This move towards a market-driven, dislocated and disembodied homogenous education system may lead to the loss of excellence and the beginning of an era of mediocrity.

The Council recommends the Information Highway be propelled forward by the use of R&D tax credits as an effective, cost-efficient and proven method of stimulating private sector activity. In addition "the Council believes tax incentives should have a higher priority than grant programs because they are directly commercially driven."

Federally funded research carried out in universities is all but left out of the discussion of information technology R&D except in the development of cost-effective applications and navigational tools for the delivery of educational materials. In addition, the Council recommends that the federally supported Canadian Network for the Advancement of Research Industry and Education (CANARIE) be commercialized once phase II of its program has been completed.

A serious worry is that marketability will dictate what is taught, when, and by whom, and what research takes place and where.

Scholarly Publishing

The Council advocates a shift from traditional paper-based publishing to electronic dissemination of scholarly work, especially scientific and technical (S&T) information. It advises the federal government to adopt a strategy to encourage and facilitate this transition and urges the granting councils to adopt policies and procedures to recognize and encourage the dissemination of research results by electronic means.

To address the issues of peer review, recognition of scholarly work, ownership of copyright, and preservation and security, the Council calls for the establishment of a group representing publishers (academic and commercial), government, university presidents and/or academic vice-presidents, the CAN-LINKED consortium and relevant R&D areas and technologies. This group will mount a pilot project to demonstrate to the academic community the efficacy of electronic scholarly communication. Missing from this august group are faculty and librarians.

The Council is clear about its motive in recommending this: "Distribution of S&T information in electronic form should speed both its production and dissemination, thereby maximizing Canada's large investment in S&T."

Electronic Libraries

A vital step toward ensuring the preservation of Canadian cultural sovereignty is the digitization of Canadian heritage material, which can then be publicly accessed via the Information Highway.

The Council expects digitization would be done by the private sector in partnership with Canadian cultural institutions. The incentive for the private sector would entail the "right to add value and to market government-owned materials with commercial potential." The government would provide some seed money from funds shifted from other areas of academic (therefore, non-profit) R&D, not new money. In this scenario, profit determines which Canadian cultural resources will be digitized and made accessible. The Council neither addresses the implications nor considers the possible cost of digitized heritage products.

Copyright

The Council believes current provisions of the Copyright Act are adequate to cover both multi-media works and digitized manifestations of works. Multi-media works are covered under compilations. Digitization of a work does not constitute creation of a new work, but is rather an expression of a work in a different medium. The Council sees the telecommunication of works covered by copyright as just another form of transmission to the public and views browsing as a form of reproduction, regardless of how transient the image: the creator is therefore protected by the Copyright Act.

The Council recommends that the Copyright Act: provide the scope of fair dealing exceptions; and clarify that fair dealing applies both to making an electronic copy of a work and to storage and electronic transmission of the work. Administration of the Act requires the development of some form of tracking device permitting the identification of copyright ownership or unauthorized use of protected material.

Conclusion

Will privatization of the Information Highway ensure services and products which are based on quality, or will national and international markets force a sacrifice of quality for bottom line profits?

The drive toward commercialization of educational resources and R&D will surely take away from the autonomy that universities now enjoy. With private enterprise setting the agenda for this new communication infrastructure, a serious worry is that marketability will dictate what is taught, when, and by whom, and what research takes place and where.

With respect to what information is available on the Information Highway, one must ask again whether the private sector will be interested in ensuring that there is a free flow of all information, or if the potential for earning profits from the information available will cause some types of material to be either marginalized or excluded entirely.

This is not to say that some of what is proposed by the Council is not valuable, but rather that the overall theme of privatization may place substantial limitations on the usefulness of the Information Highway in a democratic society. ■

(Kenneth Field is Chair of CAUT's Librarians Committee.)

Source: Connection Community Content. The Challenge of the Information Highway. Final Report of the Information Highway Advisory Council. September 1995.

Suggestions, comments or contributions that deal with media developments (computers, videos, etc.) that will have an impact on academic staff and their work (max 750 words) are welcome. Rosalind Riseborough, CAUT Director of Member Services is the *New Media* page editor.

Telephone: 613/820-2270; Fax: 613/820-7244
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Pure, White & Deadly

Roger Eatwell samples the smartly packaged racism now visible on Internet screens.

THE WORD "STORMFRONT" IN BRIGHT red Gothic letters against a grey screen background tells me that I've entered a racist site on the Internet.

Worrying though pornography on the Net might be, the largely unnoticed growth of racism poses even more serious problems. This becomes clear if you take a brief guided tour round the Stormfront site.

Most of the racist Net sites are American, and Stormfront's opening menus seem to offer the usual white supremacist fare of paranoid obsession with conspiracies to destroy the "American way of life" (a tural paradise where men can roam free with guns). But its Celtic cross logo signals, to those familiar with fascist iconography, that this site is for a more international audience: it was the emblem of the Charlemagne Waffen-SS division which defended Hitler's bunker in the last days of the second world war.

A recent Stormfront quote of the week comes from Oswald Spengler — the author of The Decline Of The West and a man much admired by neo-fascists who fear that white civilisation is entering irreversible decline.

The theme is continued in Stormfront's German section, where Spengler, and fellow-writer Ernst Junger, are eulogised as prophets of the need to reconstruct a more homogenous, and self-defensively martial, European society. Stormfront also offers links to other sites, including Greg Raven's "Home Page" — a strange house, full of Holocaust denial material.

On the Resistance site the Net is being used to sell racist pop records: albums such as Nordic Thunder's "Born to Hate" (written in blood red), with a cover featuring two fighting dogs eager for action, and a sound facility to sample the lyrics — the "ultimate in pro-White/Hardcore." Other groups include Rahowa, an acronym for Racial Holy War. Material previously only available to an alienated fringe is now being offered to a world market.

Neo-fascists and racists have for years believed that their messages have been ignored, or parodied, by the mainstream media — often linked to their view that Jews control the media. The Internet offers them distribution of the material to people across national boundaries, often by-passing the law: publishing Holocaust denial material is illegal in France and Germany. Racists are targeting the Net as the ideal medium.

Stormfront's Celtic Cross Logo

Liberal supporters of the Net defend its Babel of voices, claiming that the best arguments will win. Certainly, more anti-racist material is emerging, especially relating to the Holocaust denial, which has spawned sites that specifically rebut lies and misleading information. Some of the e-mail racist discussion groups also attract contributions from anti-racists. But psychologists say that most people don't conform to the liberal model of the rational individual, weighing the pros and cons of debate. We take on board only what we want to hear. And some Net racism is deceptively appealing. The Stormfront site is well produced and visually pleasing — which makes it seem respectable in a way that old, tackily produced, racist material never was.

The content does not always conform to old images of racism — a belief in genetic racial differences linked to hierarchies. The New Racism is more concerned with a sanitised defence of identity and culture, and is phrased in ways outside the realms of existing race relations legislation. It is hard to see how it could be banned in any society that values free speech, and it can be attractive to people who might be repelled by cruder forms of racism.

Something more vicious is growing too. Groups like the National Alliance, whose Net site can be accessed via Stormfront, believe mass racial confrontation is imminent in Europe and the US. Their aims are summed up vividly in the acronym of the White Aryan Resistance, which has its skull and crossbones logo in Stormfront's graphics bank. Although inflammatory racial material is illegal, it is difficult to see how it could be banned. In the US, where some Net service providers have occasionally refused to provide access to racist groups, the material has quickly re-emerged at another site — with e-mail and bulletin boards distributing the new address.

Academics disagree over the causes of violence aimed at ethnic communities — not least in "tolerant" Britain; though it may be that people are motivated by an overwhelming sense of threat to their lifestyle, and more specifically by access to networks that legitimise their sense of frustration, turning it into action. Racism on the Net can only reinforce these feelings. This might not matter if the number of people who were attracted to such messages was small. But there is evidence that there are plenty of young white males who feel desperately alienated by swift social change and the poor jobs that are the only working-class male employment opportunities in post-industrial society. It only needs a relatively small percentage of this group to turn to violence to cause mayhem — including possibly a violent response from groups within the ethnic communities. This is exactly what is sought by some of those who preach race war.

As I scroll down Stormfront's menu, I notice a link to another site which proclaims that CyberHate is back. Clicking on, I find this site is run by a student at the University of Texas, who offers access to other extremist sites. The range of racist and fascist material is growing rapidly and becoming more sophisticated. How can democracies respond? ■

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Product Listings

New Media lists Canadian-made computer software based on information provided by the program developers or publishers. Programs listed should be of interest to Canadian academics, and preferably useful in the classroom. Any readers who would like to share information about their favourite Canadian-made programs with their colleagues are invited to send a message to the Editor of *New Media*.

Please get in touch directly with the companies listed for information about their products and prices. The product descriptions and prices are supplied by the program developers or publishers and are not guaranteed by CAUT.

Security Software

Devon Software Corp., an Ottawa based information technology company, has developed a new generation firewall, KyberPASS.

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For information contact:
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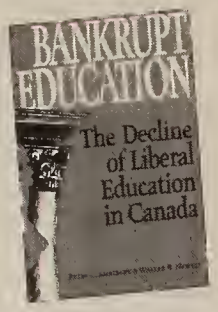
Why Liberal Education Matters

Bankrupt Education: The Decline of Liberal Education in Canada

Peter C. Emberley and Waller R. Newell
University of Toronto Press, 1994;
cloth $40, paper $17.95

BY FRED WILSON
University of Toronto



IT IS PROBABLY TRUE THAT A school that trains people in welding is not doing the sort of training it should if there are no jobs in welding. What of a school that trains people in history or philosophy? In February 1994 the Alberta government listed performance indicators for universities. Under "client satisfaction" was one rating whether students got a job upon graduation, and another rating whether that job was in the field for which they were trained. Presumably, if the student gets no job or gets one for which he or she was not trained, then the university's performance is at fault. Its grant will therefore be cut.[1]

One wants to argue that there is a difference between a university teaching history or philosophy and training a welder. In acquiring the specialist skills of an historian or a philosopher, one also acquires a liberal education. Such an education provides the skills, analytical and critical, that enable one to deal effectively with situations and problems that confront one not merely as an historian or a philosopher — or a welder — but as a citizen. The welding school would normally not be expected to provide a liberal education along with the specialist skills. Universities are.

But not if, for example, the Alberta government has anything to do about it.

What makes it entirely appropriate that an historian or a philosopher can end up in a job not in his or her area of specialized skill is that he or she has also acquired the sort of skills that are part of a liberal education. But the performance indicators of the Alberta government do not recognize this fact. If the proposals of the Alberta govetnment are implemented, that province's universities will be forced to reorient themselves away from the values of a liberal education.

Peter Emberley and Waller Newell provide in their book a strongly argued defence of liberal education, together with an analysis of the threat to it in Canada today. The proposals of the Alberta government have come too late to be noted in the volume, but they are part of the picture that Emberley and Newell give us. In the name of efficiency and immediate economic improvement, politicians, bureaucrats and the business community are working together to eliminate liberal education from the universities. The politicians want to strip away funds to give to training programs. Why not take money from useless programs that do not lead directly to jobs. The use of craftily designed performance indicators can help them do that. The indicators, too, will provide a way for the new managers (read: administration) to take control of the curriculum away from the professors, so that only those programs that produce "client satisfaction" will remain. The road to this particular destination is well documented, including the attacks on standards of education in the public and high schools.

The authors argue that the case for an education system aimed at providing the critical and analytical skills required for serious participation in civil society is as strong today as it was in Atistotle's. The authors have a narrower and a broader thesis. The broader thesis is that the argument for a liberal education found in the classics is sound. But the narrower thesis is that a liberal education can be had only by a firm grounding in the classics. But the narrower thesis does not follow from the broader. Since the authors do not clearly distinguish the two, they tend to confuse the argument for a liberal education with an argument for the claims about education to be found in Alan Bloom and George Grant. The broad argument for liberal education does not require an identification with the backward looking and elitist views of these thinkers.

Moreover, the argument is advanced that the empiricist enterprise of the Enlightenment severed the link between liberal education (= the classics) and citizenship. Hegel's stupendous effort to re-unite them has been torn apart by the postmodern critique deriving from Nietzsche. This analysis is linked to the Canadian experience, by a recommendation to take up Leslie Armour's call to revive Hegelian idealism[2] which is (Armour argues) the founding philosophy of Canada. Whatever the merits of Armour's thesis concerning professors of philosophy, one can certainly question its truth about the "philosophy" of Canada. It can be argued that the politics of a federation usually demand more the politics of a Hume rather than that of a Hegel, a politics of adjustment, tolerance and accom-modation rather than the teleology of an Idea of the Nation as the efficient and final cause of out being. As for education, the case for a liberal education can be made, as John Stuart Mill made it in his Rectorial address at St. Andrews, in a way that is not elitist, reactionary, nor overly dependent upon the classics.

If the prescription that the authors suggest can thus be questioned, nonetheless it can be said that they provide a perspective that challenges us to try to understand the present crisis in Canadian education. ■

(Fred Wilson, a former president of CAUT, is Professor of Philosophy at the University of Toronto.)

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1. Performance indicators are discussed in W. Bruneau and D.C. Savage, "Not a Magic Bullet: Performance Indicators in Theory and Practice," presented at Annual Meeting of the Canadian Society for the Study of Higher Education, Montreal, June 1995.

2. *The Idea of Canada and the Crisis of Community* (Ottawa: Steel Rail Publishing 1981).

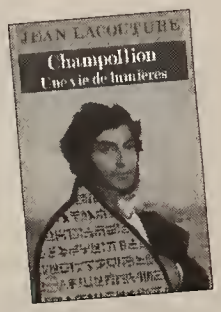
CAUT Past-President Alan Andrews is the *Bookshelf* page editor; facsimile: (613) 820-2417; e-mail: andrews@ ac.dal.ca

Champollion : le chercheur et l'homme

Champollion : Une vie de lumières

Jean Lacouture, Grasset, 1988;
Livre de poche, 1991

PAR ROBERT LÉGER



POUR TOUS, LE FRANÇAIS JEAN-François Champollion restera l'homme qui perça le mystère des hiéroglyphes égyptiens au début du dix-neuvième siècle. Mais sa personnalité nous est à peu près inconnue. C'est ce personnage que ressuscite Jean Lacouture, le biographe du général de Gaulle.

La découverte du sens des hiéroglyphes égyptiens y est présentée comme une grande aventure scientifique. Aventure qui reçoit un bel élan avec la découverte en 1799 de la pierre de Rosette par un soldat de Bonaparte. Rappelons que trois écritures étaient gravées sur la célèbre pierre, trois versions d'un même texte: en caractères hiéroglyphes, en démotique (version populaire et tardive des hiéroglyphes) et en grec.

Mais la découverte de la pierre de Rosette n'était pas suffisante, à elle seule, pour permettre de déchiffrer les hiéroglyphes. L'auteur montre que le grand mérite de Champollion fut d'avoir «découvert ou assimilé les cinq ou six principes fondamentaux» qui vont lui permettre de progresser sans cesse dans la transcription de plus en plus fine des caractères hiéroglyphes. Un de ces principes est que «les hiéroglyphes revêtent une valeur *phonétique* aussi bien qu'idéographique» (p. 451). Un autre, c'est que les voyelles ne jouent dans cette écriture qu'un rôle mineur, voisin de l'effacement où elles sont réduites dans l'arabe ou l'hébreu (p. 451).

Cependant, si Lacouture décortique le processus employé par Champollion pour arriver à percer le système des hiéroglyphes égyptiens, il ne fournit pas les techniques permettant à un amateur de déchiffrer quoi que ce soit de ces textes millénaires.

Le livre montre l'homme avec ses qualités (générosité, haine des dictatures, savoir extraordinaire, génie), mais aussi avec ses défauts (paranoïa, agressivité maladive).

L'auteur cite beaucoup Champollion et c'est heureux. On y découvre l'homme, ses idées et ses passions, beaucoup mieux que ne peut le faire le biographe le plus aguerri. Citons au passage ce texte de Champollion où il exprime quelques idées sur l'art égyptien (p.512): «La sculpture et la peinture ne furent jamais en Égypte que de véritables branches de l'écriture. L'imitation ne devait être poussée qu'à un certain point seulement; une statue ne fut en réalité qu'un simple signe, un véritable caractère d'écriture; or, lorsque l'artiste avait rendu avec soin et vérité la partie essentielle et déterminative du signe, c'est-à-dire la tête de la statue, soit en exprimant avec fidélité les traits du personnage humain dont il s'agissait de rappeler l'idée, soit en imitant de manière forte et vraie la tête d'un animal qui spécifiait telle ou telle divinité, son but était dès lors atteint...»

La querelle entre le Britannique Thomas Young, physicien, médecin et érudit, et Champollion y est bien décrite. L'auteur semble accorder à chacun ce qui lui est dû. Cependant, le British Museum perd quelques plumes dans l'affaire. Que voulez-vous: beaucoup de musées et de monuments nationaux en Occident sont plus attachés à mousser l'orgueil national qu'à promouvoir la vérité, la rigueur scientifique...

Champollion n'était pas étranger à la vie politique de son temps. Nous le voyons mêlé aux événements de la révolution française, de l'Empire et de la restauration qui suivit.

Certaines des pages les plus belles et les plus touchantes du livre concernent l'amitié de Champollion avec son frère Jacques-Joseph, avec le grand mathématicien français Joseph Fourier et ensuite avec un chercheur italien dans son propre domaine, Ippolito Rosellini. Le chapitre qui raconte son amour malheureux pour l'Italienne Angelica Palli est aussi émouvant. ■

(Robert Léger est agent des relations avec les gouvernements à l'ACPPU.)

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Note: I was born in 1948 in Tehran, Iran (Canadian citizen for a decade), and received my doctoral degree in 1979 from Churchill College, Cambridge University. I taught at several Canadian universities (also overseas), and initiated a new field within mathematics, i.e. Exact Analysis. I am currently working to launch Education 3000 in Canada, the first of its kind in the world.

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ADMINISTRATIVE STUDIES

YORK UNIVERSITY - Schulich School of Business (formerly the Faculty of Administrative Studies). Faculty positions will be available commencing July 1, 1996 and July 1, 1997 in the following areas: Accounting (financial or Managerial); Economics; Finance; International Business; and Marketing. Rank may vary by area; salary is negotiable. Successful candidates will be expected to be active in research and to teach in the PhD, Masters and Undergraduate Programs. Contractually limited appointments are also available. Applications, with CV and references, should be sent to : Dezso J. Horvath, Dean, Schulich School of Business, York University, North York, Ont. M3J 1P3. Deadline for applications — when positions are filled. These positions are subject to budget approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ASIAN COMMERCE

UNIVERSITY OF BRITISH COLUMBIA — Hongkong Bank of Canada, Chair in Asian Commerce. An endowed chair is available at the University of British Columbia's Faculty of Commerce and Business Administration. This gift enables the Faculty to enhance its research and teaching focus on Asian commerce. The Faculty and its Centre for International Business Studies is inviting nominations or applications from distinguished scholars in a wide variety of international business disciplines, including accounting, finance, economics, industrial relations management, marketing, manufacturing, policy, and transportation. The position is a permanent appointment as the Hongkong Bank of Canada Professor of Asian Commerce and is intended to be at the rank of Full Professor with tenure. UBC's Faculty of Commerce and Business Administration offers degree programs at the undergraduate, master's and doctoral levels. Its PhD program is the largest of its kind in Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications will be accepted until May 15, 1996. Individuals seeking further information should write to Michiel Goldberg, Dean, Faculty of Commerce and Business Administration, 2053 Main Mall, UBC, Vancouver, BC, Canada V6T 1Z2 (or fax number (604) 822-8468).

BIOCHEMISTRY & MOLECULAR BIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Biochemistry & Molecular Biology at the University of British Columbia is seeking an outstanding young scientist whom it would sponsor for a major scholarship award (e.g. MRC Scholarship) and a grant-funded position. Candidates must have a PhD degree or equivalent, post-doctoral experience and a record of accomplishment which demonstrates their promise as an independent researcher. All members of the Department maintain active, well-funded research programs which encompass many areas of modern biochemistry and molecular biology. The Department expects that the successful candidate will complement and extend the Department's expertise. Start-up funds will be provided. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and an outline (1-2 page) of their proposed research program to: Dr. George A. Mackie, Head, Department of Biochemistry & Molecular Biology, The University of British Columbia, 2146 Health Sciences Mall, Vancouver, B.C. V6T 1Z3. The deadline for applications is March 15, 1996. The anticipated start date is July 1, 1996. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

BIOCIVERSITY

UNIVERSITY OF BRITISH COLUMBIA — Biodiversity. We seek applicants for three 2-year postdoctoral fellowships in the new UBC Centre for Biodiversity Research. The Centre is made up of over 30 members of the UBC Science Faculty with interests in systematics, ecology, and conservation. Preference will be given to candidates with bold ideas, demonstrated research ability, and strong communication skills. Successful candidates will be expected to conduct original research on core problems in biodiversity and conservation, and to foster interactions within the centre. Starting date, 1 September 1996. Salary $28,000 p.a. (Can.). Send curriculum vitae, three letters of reference, and a brief statement of goals to J.N.M. Smith, Director, Centre for Biodiversity Research, Dept. of Zoology, UBC, 6270 University Blvd., Vancouver, B.C., Canada V6T 1Z4. (Fax 604-822-2416, e-mail smith@zoology.ubc.ca). Closing date for application, 15 March 1996. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

BIOLOGICAL SCIENCES

BROCK UNIVERSITY — Department of Biological Sciences, Limited-Term Position, Behavioural/Evolutionary Ecology, September 1, 1996. A nine-month limited-term appointment in behavioural/evolutionary ecology is available beginning September 1, 1996, with the possibility of renewal for a second term beginning September 1, 1997, subject to budgetary approval. The successful candidate will offer undergraduate courses in animal behaviour and behavioural genetics, with contributions to courses in evolutionary biology and general ecology. The successful candidate will also be expected to provide a course at the senior undergraduate level in his/her particular area of interest and expertise, and to supervise the research projects of honors' students. Preference will be given to applicants with an experimental approach to the study of ecology and behaviour, and particularly to those using molecular genetic techniques to address questions in evolutionary biology. Candidates should also have interdisciplinary interests and strong quantitative skills. Applicants should submit, before March 18, 1996, a brief statement of research and teaching interests, and a current C.V. with the names and telephone numbers of three referees. Inquiries and completed applications should be directed to: Donald J. Ursino, Professor and Chair, Department of Biological Sciences, St. Catharines, ON L2S 3A1 Canada; Telephone: (905) 688-5550, ext. 3331; Fax: (905) 688-1855; e-mail: dursino@spartan.ac.brocku.ca. In accordance with Canadian immigration requirements, this information is directed to Canadian citizens and permanent residents. It should also be noted that Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; therefore, qualified women candidates are especially invited to apply.

UNIVERSITY OF ALBERTA — The Department of Biological Sciences in the Faculty of Science at the University of Alberta invites applications for two tenure track positions: one in Vertebrate Physiology and the other in Landscape Ecology. However, excellent candidates in related areas are also encouraged to apply. The effective date of employment will be January 1, 1997. The candidate must have a PhD and postdoctoral research experience. Appointments will be made at the level of Assistant Professor ($39,230-$55,526). Candidates should forward a curriculum vitae, list of publications, a one page statement of research and teaching interests and the names of three referees to: Dr. M. Dale, Department of Biological Sciences, CW405 Biological Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada T6G 2E9. E-mail: mark.dale@biology.ualberta.ca. For additional information about the department see http://gause.biology.ualberta.ca/biosci.html. Closing Date: April 30, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

BOTANY

UNIVERSITY OF BRITISH COLUMBIA — The Department of Botany, University of British Columbia, invites applications for a tenure-track position as Assistant Professor. Appointment at a higher rank may be considered for a woman with exceptional qualifications. Candidates must have a PhD degree in modern plant systematics. The candidate will be expected to establish a strong competitively-funded research program and to participate as a member of the Centre for Biodiversity Research which promotes interaction among botanists, zoologists, microbiologists, and forest biologists. Specific research interests could include molecular plant systematics, plant evolution, or conservation biology of plants. Preference will be given to candidates with excellent communication skills, a strong publication record and enthusiasm for teaching excellence. The Department shares in the teaching of 1st and 2nd year Biology courses, and preference will be given to individuals who can also teach an upper level course in one or more of plant systematics, plant evolution, conservation biology, biodiversity, and field botany for graduate students. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to final budget approval. Anticipated starting date: January 1, 1997. Applications, which must include a curriculum vitae, copies of publications, a statement of research and teaching interests, and the names of at least three referees, should be submitted by May 1, 1996 to: Dr. Ian E.P. Taylor, Department of Botany, University of British Columbia, 3529-6270 University Boulevard, Vancouver, B.C. V6T 1Z4.

BUSINESS

THE UNIVERSITY OF MANITOBA is seeking applicants for tenure-track positions in accounting for July, 1996. Positions are subject to budget approval. Rank is at the Assistant or Associate level and salary competitive, based on qualifications and experience. A visiting appointment is also possible. PhD or DBA, completed or near completion, is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Winnipeg, a multicultural city of 600,000 offers the best of an urban environment in the heart of Canada's vatation land. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 5V4. Evaluation of applications will commence after March 15, 1996.

QUEEN'S UNIVERSITY, School of Business invites applications for a position in Policy/Strategy. The candidate must have a PhD degree or be near completion of studies toward one. This appointment is for a multi-year contract and could be at the Assistant, Associate or Full Professor level (a tenure-track position is possible subject to budget approval). The School of Business is committed to excellence in both research and teaching. Normally, faculty members are expected to be involved in the undergraduate, master's and PhD programs. The opportunity also exists to participate in our executive programs. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. In all cases, salary will be commensurate with qualifications and experience. The effective date for the appointment is July 1, 1997. Applications will be accepted until the position is filled and should be submitted, including the names of three referees, to Alan J. Richardson, Associate Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6 (Fax (613) 545-2013).

BROCK UNIVERSITY — Faculty of Business. Brock University, situated in the beautiful Niagara Region, has a tenure-track position available in entrepreneurship and strategic management. Brock is home to the Burgoyne Centre of Entrepreneurship, known throughout Canada as a leading centre for research and teaching in the field. Candidates who have a special interest in the problems of small and medium size enterprise, and who would be willing to develop contacts in the local entrepreneurial community would be particularly welcome. Preference will be given to an appointment at the Assistant Professor level and is subject to budgetary approval. In accordance with Canadian immigration laws, the advertisement is aimed in the first instance at Canadian citizens or landed immigrants. Eligible women candidates and minorities are particularly urged to apply. Submit your application, with a curriculum vitae and three letters of reference to: Dr. Carol Sales, Chair, Department of Management, Marketing & HRM, Brock University, St. Catharines, Ontario, Canada L2S 3A1.

UNIVERSITY OF VICTORIA - The Faculty of Business at the University of Victoria is proposing to add a Hotel and Restaurant Management area of concentration to its B.Com. programs, starting July 1, 1996. It is looking for a faculty member at the rank of full professor to assist in the start up of this new area of concentration, that will operate in conjunction with the existing Tourism Management concentration. At present there is an annual intake of approximately 50 stu-

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Tenure Track Appointments — 1996-97

York University, Faculty of Education invites applications for two positions:

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The Mathematics Education Position:
Candidates will have engaged in scholarly work in relevant areas such as curriculum, philosophy and policy of math education, the public perception of math, or the relationship of math, technology and society. Some teaching at the elementary or secondary level and/or degree in the mathematical sciences will be considered an asset. The successful candidate will be expected to take a leadership role in the development of math education programs in the Faculty of Education.

The Science Education Program:
Candidates will have engaged in scholarly work in relevant areas such as curriculum, philosophy and policy of science education, the public perception of science or the relationship of science, technology and society. Some teaching at the elementary or secondary level and/or a university degree in one of the science disciplines will be considered an asset. The successful candidate will be expected to take a leadership role in the development of science education programs in both Faculties (Education and Pure and Applied Science).

The Appointments:
While preference will be given to appointments at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. Appointments would commence as early as 1 September 1996 and no later than 1 July 1997. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications:
A detailed letter of application should address your qualifications and research in relation to one of the advertised positions and to the context described above. Submit your curriculum vitae, one sample of your scholarly writing, and the names/addresses of three or more potential referees to:

Dr. Stan Shapson, Dean, Faculty of Education
c/o S853 Ross Bldg., York University
4700 Keele Street, North York, Ontario M3J 1P3

Closing Date:
Applications, postmarked up to **April 15, 1996.** will be accepted.

Faculty of Forestry
University of Toronto

URBAN FORESTRY

Applications are invited for the position of assistant professor in Urban Forestry at the Faculty of Forestry, University of Toronto, commencing on July 1st, 1996, or as soon thereafter as possible. This is a contractually-limited term appointment for an initial period of two years, but a future tenure-stream appointment is possible. The successful candidate will be expected to play a central role in the urban forest conservation stream in the new Master of Forest Conservation programme and to participate actively in graduate teaching and supervision. Commitment to vigorous activity in research and funding-raising for research support are also expected.

While the central focus of the position is urban forestry, this is interpreted broadly to include forest management throughout the zone of urban influence. The Faculty is particularly interested in candidates who combine expertise in urban forestry with related interests in management of dispersed private or public woodlands in agricultural or abandoned lands, in hardwood silviculture, forest genetics, or in biomass production from fast-growing plantations. The successful candidate will be expected to interact closely with other divisions at the University of Toronto involved in urban and regional land management, both in Canada and abroad. These include the Faculty of Architecture and Landscape Architecture, the Department of Geography, the Centre for Urban and Community Studies, and the Institute for Environmental Studies.

Applications accompanied by a detailed *curriculum vitae* and the names of three referees should be submitted by **April 15th** to:

Professor R.B. Bryan
Dean, Faculty of Forestry
University of Toronto
33 Willcocks Street
Toronto, Ontario
M5S 3B3

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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FOR RENT

PARIS SABBATICAL? Sunny apmt, furnished, very quiet, 2BR, fully renovated, lovely bldg, 3rd floor, historic area, terrace, Parc Montsouris 2 blocks, 15/5/96—15/8/97: $500 Francs + utils, 613-521-2854

FOR RENT

Paris: Furnished Studio. Very sunny. Sep. fully eq. kitchen (4 appl.) and WC, 3-piece bathr. All was ss & bedding, TV, phone, UG sec. park. Conv location. Ideal for sab. Sept/Oct. 1996 through June 97. $900.00 + maintenance/month. (604)732-9016.

dents a year into the tourism stream and it is anticipated that the hospitality stream will match this after a four year growth period. A doctorate along with a strong research and teaching record will be necessary. The candidate will be expected to teach in both the hospitality area and a recognised functional area of our business core. Industry experience with the hospitality sectors is desirable. The University of Victoria is situated in the capital city of British Columbia, Canada on the edge of the Pacific Ocean. Victoria is a major tourist destination in the Pacific Northwest and the University possesses a first rate conference hotel which will form part of this new program. The Faculty of Business was created in 1991 and in that short time has established a reputation for innovation and excellence, which it plans to extend to this new area of concentration. The Hotel and Restaurant Management program will include mandatory co-op education, industry case workshops, international exchanges, mentorship, and upon graduation a professional internship. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. Applications with a current curriculum vitae and a minimum of three references should be sent by April 15, 1996 to: Dr. Peter E. Murphy, Acting Dean, Faculty of Business, University of Victoria, PO Box 3015 Victoria, BC V8W 3P1 Canada; Phone: (604) 721-6072; Fax: (604) 721-6067.

BUSINESS ADMINISTRATION

BRANDON UNIVERSITY — The Department of Business Administration at Brandon University has two new endowed positions. Applications are invited at the Lecturer or Assistant Professor level for (1) a position in Accounting and (2) a position in Small Business Management/Entrepreneurship. The initial appointment will be for a term of up to five years depending on qualifications and may be renewed. The successful candidates are expected to conduct research, to teach and develop advanced undergraduate level courses, and to assist in program development in their areas of specialty. Qualifications: position in Accounting - PhD in Accountancy; position in Small Business Management/Entrepreneurship - PhD in Small Business Management/ Entrepreneurship. Candidates with a Doctorate in a related discipline or a Master's degree plus professional qualifications and extensive experience will also be considered. Ranks and salaries (1995-96, currently under negotiation): Lecturer $31,897-41,537; Assistant Professor $37,798-56,856 The effective dates of appointment are: Accounting position - September 1, 1996, or as arranged; Small Business Management/Entrepreneurship - January 1, 1997, or as arranged The deadlines to apply are: Accounting position - April 1, 1996; Small Business Management/Entrepreneurship - June 1, 1996. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Please send curriculum vitae with application and arrange for academic transcripts and three reference letters to be sent to: Dr. Robert E. Florida; Dean, The Faculty of Arts; Brandon University; Brandon, Manitoba; R7A 6A9.

BUSINESS COMPUTING & ADMINISTRATIVE STUDIES

THE UNIVERSITY OF WINNIPEG — The Department of Business Computing and Administrative Studies invites applications for two positions at the level of Assistant Professor. These may be probationary tenure-track positions. The desired specialties include Accounting and Finance, Marketing, Human Resources, and Entrepreneurship. Preference will be given to candidates able to teach at an intermediate level in more than one of these specialty areas. Responsibilities will include teaching, research, and governance. An advanced degree is required for these positions, and a PhD preferred. The Department emphasizes case-based instruction, therefore case-method teaching and professional experience is desired. Subject to final budgetary approval, these positions will begin July 1, 1996 or September 1, 1996. In addition, an eligibility list will be established for future vacancies. Salary levels will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Candidates' dossiers must include a curriculum vitae and the names of three references. Applications will be received until the positions are filled. Dossiers should be sent to: Prof. P. Cooney, Acting Chair, Department of Business Computing and Administrative Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9; Fax: 204-786-1824.

CHEMISTRY

LAKEHEAD UNIVERSITY — The Department of Chemistry at Lakehead University invites applications for a probationary (tenure-track) appointment in organic chemistry at the assistant professor level. Applicants should have a PhD and preferably some postdoctoral or industrial experience. The successful applicant will be expected to develop a research program (in any of several areas, ex. analytical organic, physical organic, bioorganic), and to teach at all levels and perhaps in more than one area, (ex. organic and biochemistry), primarily at the undergraduate level. Ideally, the position will be filled by August 1, 1996 with the latest starting date of September 1, 1996. This appointment is subject to final budgetary approval. Interested applicants should forward a curriculum vitae and the names and addresses of three referees to: Dr. J. Gellert, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF VICTORIA — The Department of Chemistry, University of Victoria invites applications for a tenure-track position at the Assistant Professor level. Although preference will be given to candidates specializing in synthetic chemistry or in materials science, outstanding applications in other areas of specialization may be considered. Candidates must have a strong record of accomplishment in research at the doctoral and postdoctoral levels. The successful candidate will be expected to establish and direct an active and independent research program, and to develop and teach courses at the graduate and undergraduate levels. Candidates should send a curriculum vitae, a statement of research interests, an outline of a planned program of research and also arrange for three letter of recommendation to be forwarded to: Dr. T.E. Gough, Chair, Department of Chemistry, University of Victoria, P.O. Box 3065, Victoria, B.C. V8W 3V6. Closing date is April 30, 1996. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered.

CLASSICAL STUDIES

YORK UNIVERSITY — Faculty of Arts, Division of Humanities and the Program in Classical Studies. Applications are invited for a contractually-limited appointment in the area of Classical Studies at the assistant professor level, commencing July 1, 1996 for a period of one year. The successful candidate will have a completed or nearly completed PhD, and be actively engaged in a program of research in some aspect of Roman culture. They should be able to teach courses in Roman culture, Greek and Roman mythology, classical Greek, and Latin language and literature. Active participation in the Program in Classical Studies is expected. Salary is dependent upon qualifications and experience. Applications with curriculum vitae and three confidential letters of recommendation should be sent to: Margo Gewurtz, Chair, Division of Humanities, York University, 4700 Keele Street, North York, Ontario M3J 1P3. Deadline for applications is April 12, 1996. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary aposoval.

COMPUTER SCIENCE

CARLETON UNIVERSITY — School of Computer Science. Applications are invited for a tenure-track position at the rank of Assistant Professor starting July 1, 1996. Specific areas of interest are parallel computing and computational geometry. Candidates should have a PhD in computer science with a publication record in parallel algorithms and computational geometry, a strong mathematical background, a solid track-record in collaboration at the national and international levels, and a demonstrated ability to participate in a major R&D initiative. The successful candidate will be expected to pursue an active research program, participate in international collaboration, perform both graduate and undergraduate teaching, supervise graduate students, and interact with local industry via R&D contracts in geographical information systems. The School has 17 full-time members of faculty with particular research strengths in algorithms and complexity, intelligent systems, object-oriented programming, and parallel and distributed computing. Both undergraduate honours and graduate programs at the Masters and the PhD levels are offered. The programs have restricted enrolment in order to maintain a high quality research and teaching environment. Prospective members of faculty can look forward to a dynamic research environment in which collaboration with industry is strongly encouraged. Salary commensurate with qualifications and experience at the entry level. Send curriculum vitae and names of three referees no later than April 30, 1996 to: Professor Evangelos Kranakis, Director, School of Computer Science, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The position is subject to budgetary approval.

COMPUTING SCIENCE

UNIVERSITY ALBERTA — Department of Computing Science/Faculty of Science. Applications are invited for a tenure-track position at the Assistant Professor level in the areas of software engineering or communication networks. The successful candidate should have a strong software systems background. Responsibilities include research as well as teaching at both the graduate and undergraduate levels. The Department consists of 28 academic and 22 support staff, and offers a graduate program with over 100 MSc and PhD students. Current computer equipment consists of a network interconnecting several multiprocessor Sun servers, two multiprocessor SGI servers, four Sun file servers delivering 60 GBytes of storage, and over 160 Sun, SGI, HP, DEC, and IBM workstations in research laboratories and offices. The Department is well connected via the Campus FDDI network to Canada's CA*net and the Internet via Arnet. There is also a connection to the WURCnet ATM testbed. Instructional facilities include eight UNIX workstation (Sun, SGI and Xterm) laboratories, two of Macintoshes and one Intel 486. There are well supported research laboratories in: artificial intelligence, cognitive science, communication networks, computer graphics, computer vision and robotics, database, distributed/parallel programming systems, software engineering, and theory and scientific computation. The current salary minimum is $39,230 with the appointment level being commensurate with qualifications and experience. Send curriculum vitae, the names of three referees and up to three reprints or copies of important publications. A PhD or equivalent is the minimum qualification; new PhD's should include a copy of their transcript. Applications will be accepted until 1 April 1996 with employment commencing on 1 July 1996. Please send applications to: Dr. Paul G. Sorenson, Chair, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2H1; E-mail: sorenson@cs.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CRDP DEVELOPMENT

UNIVERSITY OF SASKATCHEWAN — Plant Breeder — The Crop Development Centre, University of Saskatchewan, is seeking a Dry Bean and Chickpea Breeder. The appointee will continue and expand the current breeding program with the objective of developing improved varieties of dry bean and chickpea for Saskatchewan. A PhD in plant breeding or a closely related field is required as is the ability to communicate and relate well to people. The appointment will be as a research scientist and is subject to availability of funds. Salary to follow the University of Saskatchewan academic grid. Rank and salary commensurate with experience. Applicants should submit their curriculum vitae and the names and addresses of three referees by March 31, 1996 to Dr. G.G. Rowland, Director, Crop Development Centre, University of Saskatchewan, 51 Campus Drive, Saskatoon, SK S7N 5A8; Fax: (306) 966-5015; Phone: (306) 966-4977. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups in their applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

CURRICULUM STUDIES

UNIVERSITY OF SASKATCHEWAN — The Department of Curriculum Studies invites applications for 4 tenure-track positions to be filled, subject to budgetary approval, at the Assistant Professor rank effective July 1, 1996. Successful candidates will possess expertise in one of these primary areas of responsibility: Social Studies Education; Second Language Education (French); Health Education; Mathematics Education, and be able to teach in one of these additional supplementary areas of responsibility: Aboriginal Education, Home Economics, Global Education, ESL, Early Childhood Education. Preference will be given to applicants possessing or completing a PhD, possessing successful classroom teaching experience, and prepared to undertake distance delivery of courses and programmes. Candidates applying for Second Language position should be fluent in French and English. Duties will include teaching undergraduate and graduate courses, supervising undergraduate interns and graduate students, and conducting a programme of research. Applicants should forward their curriculum vitae, teacher certification, transcripts, and the names of three references to Dr. Ralph D. Fram, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, Saskatchewan S7N 0X1. Telephone: (306) 966-7559 Fax: (306) 966-7658 E-mail: fram@duke.usask.ca. The deadline for submission is April 30, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified individuals. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves on their applications as members of these designated groups.

DENTISTRY

UNIVERSITY OF SASKATCHEWAN — Full-time tenure track position at the rank of Assistant Professor available in the Division of Operative Dentistry, Department of Restorative and Prosthetic Dentistry effective July 1, 1996. Responsibilities include didactic and clinical instruction of undergraduate students at the preclinical and clinical level, research and some administration. Graduate qualifications at the Masters level and/or teaching and practice experience in restorative dentistry preferred. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Please submit application complete with curriculum vitae and the names of three referees to: Dr. M.B. Moulding, Department Head, Restorative and Prosthetic Dentistry, College of Dentistry, University of Saskatchewan, 105 Wiggins Road, Saskatoon, SK, Canada, S7N 5E4. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status in Canada.

DRAMA

THE UNIVERSITY OF ALBERTA — Department of Drama invites applications for a position in Acting. Applications are invited for a full-time tenure track appointment up to the floor of Associate Professor level, with teaching responsibilities principally in the BFA Acting program. The position offers the opportunity to share dynamic leadership in a conservatory acting program, in which students prepare for careers in professional theatre, film, television and radio. The program integrates the artistic strengths of a diverse faculty, and pursues innovative change by an ongoing participatory process of self evaluation. Central to its methodology are team teaching and specialized coaching on acting projects. Candidates should possess demonstrated ability and experience in improvisation, text analysis and scene study and be able to direct plays in periods and styles from classical to contemporary. Experience in a related area, such as directing, voice, speech, dialect, movement, or mask, will be an advantage. The successful applicant will have opportunities to contribute to other teaching areas of the department. The department offers academic programs leading to BA, BA Honours and MA degrees and conservatory programs leading to BFA degrees in Acting, Design, and Technical Theatre and MFA degrees in Directing and Design. All BFA and MFA programs prepare students for entry into the profession. Graduates from all programs have identifiable records of achievement on a national scale. Faculty are also required to engage in research and/or creative activity of quality, and to assume appropriate administrative responsibilities. Requirements: An MFA degree in theatre or its equivalent in professional training and/or experience; Experience in teaching for the profession; Professional theatre experience. Facilities: The Fine Arts Building, with four performance spaces for drama, was designed specifically for the teaching of theatre arts, music and visual arts. The Timms Centre for the Arts, a separate and highly acclaimed theatre complex which opened in March 1995, contains a 300 seat proscenium stage, a flexible playing space, green room, dressing rooms, and scene, properties and costume workshops. The appointment is effective July 1, 1996. The appointment will be up to the floor of the Associate Professor level ($39,230-$48,736, 1995-96 salary). Letters of application with full curriculum vitae should be sent to: David Barnett, Chair, Department of Drama, 3-146 Fine Arts Building, University of Alberta, Edmonton, Alberta T6G 2C9; Phone: 1-403-492-2274; Fax: 1-403-492-9156; e-mail: David.Barnett@UAlberta.ca. Applicants should arrange for three confidential letters of reference and academic transcripts (if appropriate) to be sent to the above address. Deadline for letters of application: March 31, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

EARTH SCIENCES

UNIVERSITY OF WATERLOO — Earth Sciences. Applications are being accepted for a tenure-track faculty position in engineering geology or geological engineering at the Assistant or junior Associate professor rank. The successful candidate will have a PhD with research interests in environmental applications of geotechnique, such as shallow site investigation and related problems in geomechanics. Duties include teaching at the undergraduate and graduate levels, development of an active research program and graduate student supervision. The Department currently has one of the largest undergraduate and graduate enrolments in Canada, and with the Department of Civil Engineering, operates a cooperative program in Geological Engineering. The successful applicant will be expected to play a significant role in the operation of the Geological Engineering undergraduate program and can expect to be cross-appointed in the Department of Civil Engineering. Both M.Sc. and PhD degrees are offered in engineering geology, and the Department has varied and extensive research programs in most areas of the geosciences. Salary will be commensurate with experience. The position is available September 1, 1996. The closing date for applications is April 1, 1996. In order for an application to be complete, a curriculum vitae of the candidate, and the names of at least three referees are required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Applications should be sent to Dr. P.F. Karrow, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada.

ECONOMICS

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Social Science, invites applications for a nine-month sabbatical leave replacement position in Economics at the level of Assistant Professor, subject to budgetary approval. The ideal candidate should possess a PhD and some teaching experience. Duties will include teaching three full courses. Most fields of specialization will be considered. Applications, including curriculum vitae and the names and addresses of three referees, should be sent to Dr. Muhammed Kabir, Chair, Department of Social Science, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN — The Department of Economics of the University of Saskatchewan invites applications for 2 one year limited-term positions at the assistant professor rank, subject to budgetary approval. All fields of specialisation will be considered, although individuals who can teach advanced microeconomic theory, advanced macro-monetary related topics and/or industrial organization, and economic growth are preferred. A PhD in hand or near completion is required. The appointment is effective July 1, 1996; salary is commensurate with qualifications. Interested candidates should send their c.v. and transcripts, and arrange to have three letters of reference sent to: Professor Morris Altman, Head, Department of Economics, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan, Canada S7N 5A5. This

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA INVITES APPLICATIONS FOR THE POSITION OF VICE-PRESIDENT ACADEMIC

Reporting to the President, the Vice-President Academic is responsible for overseeing the academic operations of the University, including the five Faculties, academic services, student services, as well as Regional Operations and Inter-Institutional Relations.

UNBC, chartered in 1990, has been operating from its award-winning Prince George campus since September, 1994. In co-operation with the regional colleges and the First Nations communities, the University provides instruction throughout Northern British Columbia, combining modern techniques of distance education with traditional modes of instruction. The University offers a wide range of graduate, undergraduate, and professional degree programmes and has an enrolment of approximately 1700 FTE students. Enrolment is expected to grow to approximately 3,000 FTE by 1998. There are currently 132 full-time faculty. The University has a special mandate to serve the northern two-thirds of British Columbia and a strong commitment to inter-disciplinarity in both teaching and research, especially in the areas of Northern, First Nations, Women's, International and Environmental Studies. It aims to become a university of national distinction in selected areas of academic strength.

The University will consider candidates who are established scholars a record of excellence in research, teaching, senior university administration and academic leadership. The Selection Committee is seeking candidates who have planning and implementation skills and superior problem-solving abilities: who can communicate effectively with colleagues, the community and government; who are supportive of the University's regional mandate, northern mission, and emphasis on interdisciplinarity; and who have a demonstrated commitment to equity.

Applicants are requested to submit their C.V. and three letters of reference along with a statement indicating their abilities to guide the academic development of a nascent university in such a way as to enable it to realize its maximum potential. These materials are to be directed to the President, Dr. Charles J. Jago, at the University of Northern British Columbia.

The deadline for applications is March 29, 1996.

UNBC UNIVERSITY OF NORTHERN BRITISH COLUMBIA
3333 University Way
Prince George, British Columbia
Canada, V2N 4Z9

ANNONCES CLASSÉES

position has been cleared for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. Applications close when the position is filled. The University of Saskatchewan is committed to the principle of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications.

EDUCATION

UNIVERSITY OF REGINA — The Faculty of Education is a dynamic community of educators with a commitment to excellence in undergraduate teather education, graduate studies and scholarly research. The Faculty encourages and supports the integration of theory and practice; cross-cultural interest/experience; collaboration; balance within commitments to teaching, research, field experience supervision, and professional development. Applications are invited for tenure track (term possible) positions in the following areas: Science Education; Early Childhood Education; Social Studies Education; Multi-Media Education (Instructional Technology). Preference will be given to applicants with teathing excellence and a current teaching certificate; a completed or virtually completed PhD. Duties will include teaching at the undergraduate level; graduate studies teathing and thesis supervision; field experience supervision and general Faculty committee work. The successful candidates will have an interest in, and a commitment to scholarly researth and should describe their current interests and projects Salary at the Assistant Professor range ($40,019-$62,027) per annum for furthes information and details with respect to each of the positions contact Edie Hilts at (306) 585-4500 fax (306) 585-5330. Applications, including a current curriculum vitre, three letters of reference and copies of transcripts should be sent by April 7, 1996 to: Dean Michael Tymthak, Faculty of Education, University of Regina, Regina, Saskatchewan S4S 0A2. Apoointments will be made subject to final budgetary clearance. In accordance with Canadian immigration requirements this advertisement is directed toward Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

UNIVERSITY OF SASKATCHEWAN — College of Education, Field Experience Program. The College of Education, University of Saskatchewan, is seeking applications for several College supervisor positions during the Fall term of the 1996-1997 academik year. The successful candidate will be assigned to supervise interns placed in schools throughout the province and conduct seminars for interns and their cooperating teachers. Candidates must have the following minimum qualifications: successful K-12 teaching experience and eligibility for Saskatchewan teathing certificate; at least an M.Ed. degree or equivalent or a B.Ed. degree plus extensive experience in intern supervision; proven ability to work with teachers, student teachers and interns; willingness and ability to travel to and stay overnight in remote areas during the week. Salary and rank will be commensurate with qualifications and experience. All appointments are subject to budgetary approval. Candidates should submit a covering letter, curriculum vitae, and the names of three references to: Dr. Ralph D. Fram, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, Saskatchewan, Canada S7N 0X1. Deadline for applications is April 30, 1996. Candidates will likely not be informed of appointments until June, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity. The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified individuals. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves on their applications as members of these designated groups.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Educational Studies at the University of British Columbia, invites applications for a full-time, tenure track academic appointment in Comparative/International Education at the Assistant Professor level. The appointment will become effective July 1, 1996, and will be subject to final budgetary approval. The Faculty offers programs leading to PhD, Ed.D., M.A., and M.Ed. degrees, the Diploma in Education, and the B.Ed. degree with teacher certification. The recently created Department of Educational Studies emphasizes the integration of field and discipline based research and teathing. All applicants should have a doctoral degree, evidence of research competence, a well-defined research program and evidence of successful teaching experience. We seek applicants who can support graduate programs with a focus upon comparative and international education. The preferred candidate should have a background in political economy or human geography or comparable background, and should be committed to studies of educational systems and politics with special emphasis on global problems. Ideally, he/she should be multilingual and have international research experience. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. An appointment may be considered at a higher rank for a woman with exceptional qualifications. The closing date for applications is May 31, 1996. Letters of application, curriculum vitae, the names, addresses and phone and fax numbers of three referees, together with a statement of research interests and one published article (if available) should be sent to: Dr. Patricia Vertinsky, Professor and Head, Department of Educational Studies, Faculty of Education, 2125 Main Mall - UBC Campus, Vancouver, B.C. Canada V6T 1Z4; Telephone: (604) 822-5359; Fax: (604) 822-4244; e-mail: vertinsk@unixg.ubc.ca.

EDUCATIONAL POLICY STUDIES

UNIVERSITY OF ALBERTA — Applications are invited for a tenure-track position in the Department of Educational Policy Studies at the University of Alberta. The Appointment will be at the Assistant Professor level with a current salary range of $40,000 to $45,000 (subject to confirmation of funding). The date of appointment will be July 1, 1996. The successful candidate will be expected to pursue a program of research and related scholarly activities. Preference will be given to applicants who have teaching experience and a recognized teaching certificate. A doctorate or near completion in a related discipline is required. The Department of Educational Policy Studies is a newly created department combining Educational Administration, Educational Foundations and Adult and Higher Education. The successful candidate will work in the area of policy analysis from an administrative perspective and should integrate this work with another area of specialty in the department; adult and higher education, history of education, philosophy of education, sociology of education and international and intercultural education. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a current curriculum vitae, relevant scholarly papers and the names of three referees should be submitted by April 15, 1996 to Dr. D.M. Richards, Chair, Department of Educational Policy Studies, University of Alberta, Edmonton, Alberta T6G 2G5. The University of Alberta will try to facilitate spousal employment within the limits of current Canada Employment and Immigration requirements. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ENGINEERING

MCGILL UNIVERSITY — Search Reopened. The Department of Civil Engineering and Applied Mechanics, McGill University, invites applications for a tenure track appointment at the Assistant Professor level in the area of Geoenvironmental Engineering. The Department of Civil Engineering and Applied Mechanics is one of five Departments of Engineering and has 40 members within the Faculty of Engineering. The Department has 18 full-time Professors whose research and teaching interests cover the general areas of applied and computational mechanics, structural engineering, environmental engineering, geoenvironmental and geotechnical engineering, fluid mechanics and water resources engineering and transportation engineering. There are approximately 280 full-time students at the undergraduate level and approximately 100 graduate students in the M.Eng. and PhD programs. Applicants for this position must possess an earned doctorate in civil engineering or in a closely related engineering discipline, with research and teathing expertise on any aspect of geoenvironmental engineering. Special consideration will be given to candidates with a strong background in either quantitative and computational methods or experimental methods as applied to geoenvironmental engineering problems. Areas of teathing and research interest could include simulation of physical, chemical and biological processes associated with geoenvironmental problems, and the application of mathematical and modern computational methods to the solution of contaminant transport problems in the geosphere. A background experience or an interest in experimental methods will be considered a distinct advantage. The successful candidate is expected to develop a vigorous research effort with a special emphasis on modelling and computational aspects of geoenvironmental engineering, to teath and develop undergraduate and graduate courses in geoenvironmental engineering as well as in allied areas of importance to civil engineering. The positions are available starting 1st August 1996. The screening of candidates will begin April 1996 and will continue until these positions are filled. Interested candidates should submit an application, which includes a statement of research and teaching experience, names and addresses of three referees and copies of recent publications in refereed journals, to Professor A.P.S. Selvadurai, Chair, Department of Civil Engineering and Applied Mechanics, McGill University, 817 Sherbrooke Street West, Montreal, QC H3A 2K6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The positions are subject to final budgetary approval of the University. McGill University is committed to equity in employment. Membership or eligibility for membership in a Canadian professional engineering association is a requirement.

UNIVERSITÉ D'OTTAWA — Faculté de génie, Département de génie électrique. Statut: Tros postes de professeur ou de professeure (niveau de professeur(e) adjoint(e)) menant à la permanence en génie informatique. Entrée en fonction: 1er septembre 1996. Titres et qualités: Un doctorat en génie informatique ou en génie électrique. La capacité d'enseigner en français et en anglais est un prérequis. Les cours de premier cycle sont enseignés exclusivement en français. On s'attend également à ce que les personnes choisies élaborent un programme de recherche original. La tâche principale consistera à enseigner des cours de premier, de deuxième et de troisième cycles, de poursuivre des activités savantes dans le domaine de spécialisation et de participer à celles du département et de l'Université. L'Université a une politique d'équité en matière d'emploi. les femmes sont fortement encouragées à poter leur candidature. Conformément aux règles du Canada en matière d'immigration, notre annonce s'adresse en premier lieu aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent. Candidatures: Faire de faire parvenir votre demande d'emploi, votre curriculum vitae et le nom de trois personnes aptes à fournir des références à: M.E. Petriu, directeur, Département de génie électrique, Université d'Ottawa, C.P. 450, succursale A, Ottawa (Ontario) K1N 6N5, avant le 15 avril 1996. Ces postes sont sujets à l'approbation des fonds nécessaires.

UNIVERSITY OF WATERLOO — An early retirement program at the University of Waterloo has opened a number of Faculty positions in the Civil Engineering Department. This is an excellent opportunity to join a strong and forward-looking Department as it meets the exciting challenges of Civil Engineering education and research into the next millennium. Applications are invited for tenure-track positions at the Assistant and Associate Professor levels in all disciplines of Civil Engineering. Entry qualifications include a PhD degree and eligibility for registration as a Professional Engineer in the Province of Ontario. Successful candidates will be expected to teach courses at the undergraduate and post-graduate levels in Civil Engineering. As well, they will be expected to supervise graduate student research and to develop a strong research program. The date of the first appointment is planned for September 1, 1996, with additional appointments to follow as soon as possible thereafter. Appointments are subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested persons are invited to submit a detailed resume, including a statement of career objectives, a description of teaching and research areas, a record of academic and professional experience, and the names and addresses of three references. Mail to the Chair of the Civil Engineering Department, University of Waterloo, Waterloo, Ontario N2L 3G1, by April 30, 1996.

UNIVERSITY OF WATERLOO — Department of Mechanical Engineering. Applications are being accepted for all areas within Mechanical Engineering for tenure track positions beginning after September 1, 1996. Materials Engineering is a part of Mechanical Engineering at Waterloo. Appointments at all levels are being considered however preference will be given to recent PhD graduates with industrial experience. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a resume, names of three references, a statement of current and future research interests, and copies of three papers most relevant to your research area, to: Dr. T.W. Forest, Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. Applications will be accepted until April 30, 1996. Information about the department can be found at http://faamir.mece.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

LAKEHEAD UNIVERSITY — The Department of Mechanical Engineering at Lakehead University invites applications for a probationary (tenure track) position, at the rank of Assistant Professor, from Mechanical Engineers with a PhD in Mechanical Engineering. The successful candidate will be expected to teath effectively and to develop laboratories at the undergraduate level, to develop a significant externally funded researth program, to assist in the development of graduate studies, and to be a Professional Engineer or be qualified and prepared to become a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should submit a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. J.G. Locker, Dean, REng., Faculty of Engineering, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

ENGLISH

UNIVERSITY OF PRINCE EDWARD ISLAND — English. Subject to final budgetary approval, the Department of English wishes to make a contractually-limited term appointment, of two years' duration, at the rank of Assistant Professor. For this position, the department seeks a teacher-scholar with primary strength in Restoration and Eighteenth Century British literature and demonstrated strength in one or more areas of literature in English. Preference must be prepared to be versatile in thea teaching interests, and be willing to share responsibility for courses in various areas, as the opportunity may arise. Department members teach six semester-long courses annually (typically, one course in Composition or Professional Writing, one introductory literature course and one upper-level specialized course in each semester). The department intends to appoint at the opening level of the Assistant Professor rank. Salary (currently under negotiation) is $37,376 for twelve months. Please send letters of application, curriculum vita, copies of recent publications, letters of reference from three referees, evidence of success in teaching, and a statement of teaching philosophy to: Mr. Colmán D'Haie, Chair, Department of English, 550 University Avenue, Charlottetown, PE C1A 4P3 Canada; Fax# (902) 566-0420. Normally, the effective date of appointment will be 1 July, 1996. All applications and supporting materials must be postmarked or faxed no later than 1 April, 1996.

UNIVERSITY OF SASKATCHEWAN — Applications are invited for a tenure-track position as an Assistant Professor in the Department of English, to commence on 1 July 1996. The primary responsibility will be to organize and teach a course in Communication for Commerce students. Candidates should also be able to contribute to the English programme. Expertise in Linguistic or Medieval literature would be an advantage. The PhD and demonstrated strength in teathing are essential; published research is desirable. Applicants should send a curriculum vitae, transcripts, and ask three referees to write directly to Professor P.M. Bidwell, Head, Department of English, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5 no later than 30 April 1996. The University of Saskatchewan is committed to the principles of employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FILM & VIDEO

CAMPION COLLEGE, a liberal arts college in the Jesuit tradition at the University of Regina, invites applications for a full-time senure-stream

DEAN FACULTY OF ARTS

The University invites nominations and applications for the position of Dean of the Faculty of Arts. The appointment will take effect July 1, 1996 or as soon thereafter as possible.

The Faculty of Arts includes more than 450 full-time faculty members in 16 departments and three schools covering the Creative and Performing Arts, the Humanities, Social Sciences, and the professional fields of Library, Archival and Information Studies, and Social Work. Programs of study at the bachelor's, master's and PhD levels are offered to almost 9,000 students. Operating budget is about $42.5 million.

The University seeks a candidate with a recognized reputation in one of the disciplines represented in the Faculty, dedication to good teaching, and successful administrative experience. The Dean is expected to provide the leadership for the faculty in its pursuit of excellence, and to play a constructive role in the general academic direction of the University.

The University is concerned about the under-representation in administration of women, aboriginal people, visible minorities and persons with disabilities and welcomes all qualified applicants especially members of these designated employment equity groups.

Applicants should write and send a curriculum vitae and the names and addresses of at least three references to **Dr. Daniel R. Birch, Vice President Academic and Provost, The University of British Columbia, 6328 Memorial Road, Vancouver, British Columbia V6T 1Z2.** Applications and nominations are welcome until **March 22, 1996**, or until an appointment is concluded.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

The UNIVERSITY *of* WESTERN ONTARIO

Director, Industry Liaison & UWO Research Park

The University of Western Ontario invites applications for a senior executive position in the area of university-industry liaison. The responsibilities will include leadership of the University's initiatives in development and expansion of industrial contract research and technology transfer, together with the overall direction of the University of Western Ontario Research Park.

The University of Western Ontario is among Canada's foremost research-intensive universities. It consists of 17 Faculties and Professional Schools and three Affiliated Colleges. Extramural research support (excluding affiliated biomedical research institutes) exceeded $53 million in 1994-95. Located in London, Western is ideally situated in the industrial and manufacturing heartland of Canada, with many opportunities for industrial liaison to be developed. The University is committed to advancing its research programs by partnership with business and industry and by moving new technologies to the marketplace.

Western's Research Park (opened in 1992) is located immediately adjacent to the campus and occupies 20 hectares of serviced land. Its Mogenson Building (5,000 sq. m) is fully leased, and construction will begin in 1996 on the National Research Council-sponsored Integrated Manufacturing Technologies Institute. A third building is planned. The Research Park also offers a modern hotel facility (48 suites) together with a conference centre and restaurant. The Research Park represents a major component in Western's research infrastructure for the development of industrial partnerships.

The successful candidate will have a record of outstanding achievement in the area of industrial liaison in a university or research setting, and significant experience with intellectual property management, development and marketing of new technologies, patents and licensing, attraction of contract research, and business negotiations. Ability and energy to work productively with leaders from both the academic and business communities are essential.

Applications (with curriculum vitae) or nominations may be submitted in confidence to **Dr. William A. Bridger, Vice President (Research), 117 Stevenson-Lawson Building, The University of Western Ontario, London, ON N6A 5B8.** Deadline for receipt is **March 31, 1996.**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

CLASSIFIEDS

appointment in Film and Video at the assistant professor level, effective July 1, 1996. Responsibilities include the teaching of a wide range of undergraduate courses in the history and aesthetics of film and video. These courses include an introductory course, Film 100 which entails an overview of films covering the history of cinema and many of its basic aesthetic premises. An ability to contribute to the teaching of specialized courses in European and/or Chinese cinema history would be an asset. PhD or near completion required. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Qualified women and members of minorities are encouraged to apply. Deadline for applications is May 1, 1996. Send letter of application, c.v., transcripts and three letters of recommendation to: Fi Rudow Gorski, Chairperson, Search Committee for Position in Film and Video, Campion College, University of Regina, Regina, Sask. S4S 0A2.

UNIVERSITY OF REGINA — Department of Film and Video. Subject to budgetary approval. Applications are invited for a tenure-track appointment in film and video production at the rank of Assistant Professor to commence July 1, 1996. The successful candidate will be expected to teach production classes in film and in video in a BFA programme and carry out creative and research work related to production. Applicants should hold a Masters degree in film production, teaching experience and a background in directing and/or screenwriting would be an asset. Please submit applications with curriculum vitae, a copy of all university transcripts and the names of three referees who have been asked to send letters by April 15, 1996 to: Dr. Michael Rudnick, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan S4S 0A2. The University of Regina is committed to employment equity. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

FILM STUDIES

CARLETON UNIVERSITY — School for Studies in Art and Culture: Film Studies. Applications are invited for a tenure-track position in Film Studies at the rank of Assistant Professor to commence July 1, 1996. This position is subject to budgetary approval. Applicants are expected to have a completed PhD, a record of research and scholarly publication, and the ability to contribute to the development of a graduate program in Film Studies. Film Studies is interested in applicants who are able to contribute to program development in areas that may include the following: early cinema, experimental film; representational technologies; cinemas of Africa or the Pacific Rim; Canadian cinema. Applications, with a curriculum vitae and the names and addresses of three referees, should be sent to: Dr. John Shepherd, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. The closing date for receipt of applications is April 30, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

FOOD SCIENCE

UNIVERSITY OF GUELPH — The Department of Food Science, University of Guelph invites applications for a tenure-track position in the food microbiology area at the assistant or associate professor level. Candidates should have a PhD in food science or microbiology, a strong interest in research substantiated by recognized accomplishments, and will be expected to develop a vigorous research program. Teaching responsibilities will include food microbiology at the undergraduate and graduate levels, as well as general food science. The successful applicant will have the opportunity to work in a multidisciplinary environment and should be prepared to work closely with other academic and industrial scientists. Salary is commensurate with qualifications. Send full curriculum vitae, selected reprints, and the names of three referees to the Chair, Department of Food Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Position subject to final budgetary approval and commences July 1, 1996. Deadline for applications is May 15, 1996. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval.

HISTORY

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of History and Politics invites applications for a tenure-track position at the Assistant Professor level in United States History, effective January 1, 1997, subject to budgetary approval. Candidates should have the PhD or equivalent, some teaching experience and a commitment to scholarship and publication in the field. Specialization in the national period is sought; some interest in or involvement with North American Studies would be an advantage. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Thomas J. Condon, Chair, Department of History and Politics, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF ALBERTA — Department of History and Classics. Applications are invited for the position of sessional lecturer or visiting assistant professor (1 September 1996 - 30 April 1997), subject to the availability of funds, to teach courses in medieval History, and possibly in early modern British history or in world history. Ability to teach Irish history would be an asset. Current salary range (8 months) is approximately $24,500 to $29,900, depending upon qualifications and experience. Minimum qualification: successful completion of PhD comprehensive examinations, or equivalent; completed PhD and teaching experience preferred. Send a letter of application, a curriculum vitae, university transcripts, and three confidential letters of appraisal to Dr. David J. Hall, Chair, Department of History and Classics, University of Alberta, Edmonton, Alberta, T6G 2H4. Closing date: 15 April 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. American citizens who qualify under the Free Trade Agreement are exempt from advance validation of employment by Canadian Employment and Immigration. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF PRINCE EDWARD ISLAND — History Department. Assistant Professor, two year term, convertible to tenure track PhD or equivalent, publications, and teaching experience desirable. Undergraduate instruction in continental European and British history. Salary commensurate with experience and qualifications. Send application, including c.v., transcript, and three letters of academic reference to: Professor Frederick L. Driscoll, Chairman, Department of History, University of Prince Edward Island, Charlottetown, Prince Edward Island C1A 4P3. 1 July 1996 - 1 April 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. While the University of Prince Edward Island does not have an affirmative action policy, qualified women candidates are urged to apply.

BROCK UNIVERSITY - The Department of History invites applications for a tenure stream appointment in United States History (not excluding the colonial period). Preference will be given to candidates who can also offer a field in Latin American or Canadian history. Applicants should hold a Ph.D. or be very close to completion at the time of application. The successful applicant will be expected to teach at every level of the undergraduate program as well as engage in research. The appointment will commence July 1, 1996; the successful applicant will enter at or near the floor of the Assistant Professor rank (base July 1, 1995, $37,975.00). The appointment is subject to budgetary approval. Applicants should send a complete dossier and arrange for three letters of reference to be forwarded to. Dr. John Sainsbury, Chair, Department of History, Brock University, St. Catharines, Ontario, L2S 3A1 (Fax 905-688-2789). The closing date for applications is April 30, 1996. Brock is committed to a positive action policy aimed at reducing gender imbalances in faculty; qualified women candidates are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents.

HUMAN KINETICS

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Education. The School of Human Kinetics invites applications for three full-time, tenure-track, faculty positions at the rank of Assistant Professor. The appointments will become effective July 1, 1996, and are subject to final budgetary approval. Successful candidates will be expected to teach at both the graduate and undergraduate levels, advise graduate students, and engage in an active research program. Excellence in teaching, and a strong publication record commensurate with level of experience are expected, together with evidence of, or potential for, external research funding. Applicants should have an earned doctorate and demonstrated expertise in one of the following areas: 1. Leisure or sport with a social science background and expertise in one or more of the following areas: management, marketing, community development, political economy, sociology, history; 2. Natural sciences, with preference given to those with a focus on health and fitness or exercise science; 3. Behavioral sciences with preference given to those with expertise in human factors (especially neural control of muscle activity, biomechanics, motor learning or developmental biodynamics), or the psychology of exercise and health. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Appointment may be considered at a higher rank for an individual from one of these groups who has exceptional qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is April 15, 1996. Applicant should submit a letter of application including a description of research interests, a curriculum vitae and copies of recently published articles (if available). Applicants should also submit the names and contact information (address, phone, FAX, and Email addresses) of three referees who have been asked to provide supporting letters for the application. All material should be sent to: Dr. Alan Martin, Acting Director, School of Human Kinetics, 210 War Memorial Gym, 6081 University Boulevard, Vancouver, B.C., Canada V6T 1Z1, Telephone: (604) 822-2767/Fax: (604) 822-6842/e-mail: amartin@unug.ubc.ca

HUMAN RESOURCE MANAGEMENT

THE UNIVERSITY COLLEGE OF THE CARIBOO invites applications for an instructor, Human Resource Management/Industrial Relations. Competition #96-008 (Placement Dependent on Budgetary Approval). The successful candidate will teach human resource management, industrial relations, collective bargaining and introduction to management course. Qualifications: PhD or promise of imminent completion, or relevant Masters Degree plus publication, and active engagement in scholarly activity are required. Salary Range: $3,208.00 – $4,477.00 monthly. Term of Appointment: 19 August 1996 - 20 December 1996. Closing Date for Applications: 30 April 1996. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #96-008, with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, B.C. V2C 5N3. For further information call Dr. John Bratton, Management and Marketing Department. Phone: (604) 828-5262. We wish to thank all applicants, however, only those under consideration will be contacted.

ITALIAN

UNIVERSITY OF CALGARY — The Department of French, Italian and Spanish of the University of Calgary and the Department of Modern Languages and Comparative Studies of the University of Alberta jointly announce the availability of a full-time sessional lectureship in Italian for the 1996-97 academic year (August 15, 1996 to May 15, 1997.) The candidate will be expected to spend the fall term, 1996, in Calgary and the winter term, 1997, in Edmonton teaching three half-courses in Italian language, literature or culture on each campus. Requirements: PhD or ABD in Italian language and literature, relevant teaching experience and mastery of the Italian language. Salary: A total of $27,000, inclusive of vacation pay, plus associated fringe benefits, in accordance with the applicable collective agreements. Applicants should ensure that their files, as well as three letters of reference, are received by April 1, 1996. Address applications to: Professor D.C. Walker, Department of French, Italian and Spanish, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4. This position has been made available through the generous financial support of the government of Italy. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The Universities of Alberta and Calgary are committed to the principle of equity in employment. As employers, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

KINESIOLOGY

LAKEHEAD UNIVERSITY — The School of Kinesiology at Lakehead University invites applications for a probationary (tenure-track) appointment commencing August 1, 1996 at the rank of Assistant Professor. Candidates should be committed to an interdisciplinary approach to the study of physical activity. Applicants should have a primary interest in the behavioural area including the fields of adapted, motor learning, motor development or psychology of physical activity. The ability to teach one or more undergraduate administration courses will be an asset. The successful candidate will teach in the undergraduate program in some of the following areas: motor development, adapted, psychology of physical activity, administration and skill practice. As well, the successful applicant will be expected to advise students and maintain an active research program. Candidates should have a doctoral degree as well as relevant teaching and independent research experience. This position is subject to final budgetary approval. Interested applicants should submit a curriculum vitae, and the names and addresses of three referees, by April 30, 1996, to: Dr. Ron Lappage, Director, School of Kinesiology, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities

LANGUAGES & LINGUISTICS

UNIVERSITÉ LAVAL — Tenure-Track position in English Language and Linguistics. The Department of Languages and Linguistics of the Faculty of Letters at Université Laval is inviting applications for a tenure-track faculty position in English as a Second or Foreign Language (ESL, EFL). The position must be filled by June 1, 1996. Full-time position. Hiring conditions and salary in accordance with current collective agreement between Laval University and the Laval University faculty union. Description of Position: teaching in the English Language and Linguistics and TESL Programs, especially courses in descriptive and corrective phonetics and phonology. Research in the discipline of English Linguistics, supervision of graduate students. General Qualifications: PhD in a related field. Specialization in descriptive and corrective phonetics and phonology of English. Experience in teaching English as a second language will be considered an asset. Research and publications in the discipline. Aptitude for team work. Native proficiency in English and excellent knowledge of French. Applications should be received no later than April 15, 1996, and will be kept strictly confidential. Applicants should forward a complete up-to-date curriculum vitae, a sample of major publications, as well as the names and addresses of three referees, to: Monsieur le directeur, Département de langues et linguistique, Faculté des Lettres, Université Laval, Cité universitaire (Québec), Canada G1K 7P4. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. In compliance with its employment equity program, Université Laval intends to hire women in half of its vacant positions.

UNIVERSITÉ LAVAL — Poste de professeur ou de professeure en Français langue seconde ou étrangère. Le Département de langues et linguistique de la Faculté des lettres de l'Université Laval ouvre un concours pour un poste de professeur ou de professeure en français langue seconde ou étrangère. Le poste doit être pourvu le 1er juin 1996. Poste à temps complet. Conditions d'engagement et traitement selon la convention collective en vigueur. Description du poste: enseignement dans les programmes de français langue seconde ou étrangère, notamment dans le cadre de cours de grammaire de l'oral. Enseignement aux 2e et 3e cycles dans les programmes de linguistique (concentration didactique des langues). Recherche. Encadrement d'étudiantes et d'étudiants gradués. Qualifications générales: doctorat en linguistique ou en psycholinguistique avec spécialisation en acquisition du français langue seconde, de préférence dans le cadre de la grammaire universelle (GU) ou de la grammaire générative. Recherche en acquisition de langues secondes. Publications dans le domaine. Aptitude au travail en équipe. Expérience de l'enseignement du français langue seconde en milieu universitaire. Excellente connaissance du français. Les candidatures seront traitées dans la plus stricte confidentialité et devront être reçues au plus tard le 15 avril 1996. Les personnes intéressées devront faire parvenir leur curriculum vitae complet et à jour, un exemplaire des principales publications, ainsi que le nom et l'adresse de trois répondants, répondantes et, le cas échéant, la liste des employeurs, à l'adresse suivante: Monsieur le directeur, Département de langues et linguistique, Faculté des lettres, Université Laval, Cité universitaire (Québec), Canada G1K 7P4. En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada. En vertu de son programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes.

LIBRARY

THE UNIVERSITY OF MANITOBA LIBRARIES invites Applications for the Positions of Resource Development Librarian, Neil John Maclean Library for the Health Sciences. Reporting to the Head, Neil John MacLean Library, the incumbents responsibilities include the following: To work with the administration in overall planning and management of library resource development; To identify, organize and make available electronic resources, whether as stand alone, on local area networks or on international networks such as the Internet, in a networked environment, e.g. CAI resources, electronic texts, electronic journals; To ensure the quality control of the bibliographic records and the integrity of the OPAC and to set standards for any original cataloguing that is required, To develop specialized local databases for CAI materials, video materials, etc. and to

Faculty, Nursing Programme
Health & Human Sciences

The University of Northern British Columbia is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). The Faculty of Health and Human Sciences invites applications for a tenure-track faculty position in the Nursing Programme in the area of Continuing Care Nursing.

The Nursing Programme provides nursing education at the undergraduate and graduate level with foci in the areas of: Community Health, Continuing Care, Aboriginal Health and Rural Nursing. The Programme offers a post-Diploma BSN and a nursing stream within an interdisciplinary MSC in Community Health programme. Planning for a collaborative BSN is under way.

You have a doctorate or equivalent with at least one degree in nursing, and are eligible for registration with the RNABC. You are expected to have a strong clinical background and focus in continuing care and/or gerontology as well as teaching experience, and a record of research and publication.

This position is subject to budgetary approval. Rank and salary are commensurate with education and experience. Please send your letter of application and curriculum vitae together with the names, addresses and fax numbers of three references, by **April 15, 1996** to: **Dr. Martha MacLeod, Chair, Nursing Programme, c/o Director of Human Resources, UNBC, 3333 University Way, Prince George, BC V2N 4Z9 Fax: (604) 960-5545.**

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

Brock University
Department of Politics

The Department of Politics at Brock University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 1996 and subject to budgetary approval. A completed PhD is required, together with evidence of demonstrated teaching ability and scholarly promise. Candidates should have teaching and/or research interests in Canadian politics or gender and politics or preferably some combination of both fields. Applicants should submit by **March 31, 1996** a curriculum vitae, teaching evaluations, samples of written work, and the names and addresses of three referees: **Professor Charles Burton, Chair, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1.** FAX: 905-988-9388; e-mail: cburton@spartan.ac.Brocku.ca; telephone: 905-688-5550, ext. 3987. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply.

VICE-RECTEUR OU VICE-RECTRICE À L'ENSEIGNEMENT ET À LA RECHERCHE

L'Université Laurentienne sollicite des candidatures et mises en candidature au poste de vice-recteur ou de vice-rectrice à l'enseignement et à la recherche.

Un établissement bilingue qui préconise l'excellence dans l'enseignement et la recherche, l'accessibilité à l'éducation et possède des visées nationales et internationales, l'Université Laurentienne comprend trois universités fédérées (Huntington, Sudbury, Thorneloe) et deux collèges affiliés (Algoma à Sault Ste. Marie et Hearst). Elle assure des services à plus de 5000 étudiants à plein temps, dont 1200 habitent sur le campus. Son budget de fonctionnement de base est de 58 000 000 $

Située sur un beau campus de quelque 300 hectares donnant sur trois lacs, l'Université Laurentienne offre plus de 100 programmes d'études dans les Humanités, les Sciences sociales, les Sciences et le génie, et par l'entremise de ses Écoles professionnelles et de sa Division des études supérieures. Elle soutient six centres de recherche et prend des dispositions spéciales à l'égard des Franco-Ontariens et des Premières nations. Elle jouit d'une réputation internationale grâce à son travail dans le domaine de l'enseignement à distance dans le nord-est de l'Ontario et à ses activités de recherche axées sur son environnement.

Le vice-recteur ou la vice-rectrice à l'enseignement et à la recherche est responsable de tous les aspects du programme d'enseignement, y compris la planification universitaire, l'enseignement et la recherche, l'élaboration des programmes d'études, l'embauche du personnel enseignant, les promotions, le développement professionnel et les services de soutien aux étudiants. Les personnes intéressées doivent posséder un solide dossier d'enseignement et de recherche, avoir démontré des capacités administrative aux paliers hiérarchiques supérieurs et s'exprimer avec aisance en français et en anglais.

La nomination, qui sera renouvelable pour cinq ans, entrera en vigueur le 1er juillet 1996. Prière de faire parvenir sous pli confidentiel les candidatures accompagnées d'un curriculum vitae à : **M. Ross H. Paul, recteur, Université Laurentienne, Chemin du lac Ramsey, Sudbury (Ontario) P3E 2C6**

L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences relatives à l'immigration au Canada, cette offre s'adresse d'abord aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents

Université Laurentienne

VICE-PRESIDENT (ACADEMIC)

Laurentian University invites applications and nominations for the position of Vice-President, Academic.

A bilingual institution dedicated to teaching and research excellence, accessibility and national and international outreach, Laurentian's academic operation includes three Federated Universities (Huntington, Sudbury and Thorneloe) and two affiliated colleges (Algoma in Sault Ste. Marie and Hearst). It serves over 5000 full-time students, 1200 of whom are in residence on campus, and has a base operating budget of $58,000,000.

Situated on a beautiful 750 acre campus overlooking three lakes, Laurentian University offers over 100 academic programmes in the Humanities, Social Sciences, Science and Engineering and through its Professional Schools and Graduate Studies division. The University supports six dedicated research centres and makes particular provision for Franco-Ontarians and First Nations peoples. It has an international reputation for its work in distance education throughout Northeastern Ontario and for research which reflects its environment.

The Vice-President, Academic, is responsible for all aspects of the academic programme, including academic planning, teaching and research, program and curriculum development, faculty hiring, promotions, professional development and student support services. Candidates should have a strong academic background in teaching and research, proven leadership ability at a senior level, and fluency in French and English.

The starting date for this appointment, which will be for a renewable five-year term, is July 1, 1996. Applications including a current curriculum vitae should be submitted marked "confidential" to:

Dr. Ross H. Paul, President
Laurentian University
Ramsey Lake Road
Sudbury, Ontario
P3E 2C6

Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents

Laurentian University

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ANNONCES CLASSÉES

train staff in their maintenance and use; To participate in the education, reference, access and collection development programs of the Neil John Maclean Library, and in the planning and development of programs and systems in support of the Library's strategic and operational goals; Along with the Head of the Neil John Maclean Library, to establish policies and procedures for access to the archives of the Library; To maintain the finding tools for the archives of the Neil John Maclean Library; To represent the Library on appropriate committees. Qualifications: A degree from an ALA-accredited library program; An undergraduate degree in the sciences or health professions preferred, or substantial experience in a health library; Demonstrated knowledge of medical terminology and the use of the biomedical literature. Applicants must exhibit a well-developed understanding of the role of new technologies in libraries with specific experience in the use and application of microcomputers and CD-ROM systems, as stand alone, on local area networks or on international networks such as the Internet. Experience with the management of bibliographic information and knowledge of current cataloguing practices preferred. Strong interpersonal, oral and written communication skills are essential. Teaching and bibliographic instruction skills an asset. The candidates are expected to participate in professional development and relevant professional activities. Effective date: April 1, 1996. Ranks and Salary Ranges: General Librarian. The starting salary for this position will be in the range of $31,746.00 - $41,410.00. This position has a two-year probationary period. Librarians enjoy academic status with possibility of promotion. The filling of this position is subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit application, including resume, salary expectations and the names of three referees, by March 31, 1996, to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB R3T 2N2

LINGUISTICS

BROCK UNIVERSITY — The Department of Applied Language Studies at Brock University invites applications for two positions (subject to budgetary approval): A tenure-track appointment (effective 1 July 1996) at the level of Assistant Professor. The ideal candidate will have a specialization in sociolinguistics, demonstrated experience in TESL methodology and some university level teaching experience. PhD (or near completion) required, publications desirable. A sessional appointment (15 August 1996 to 15 May 1997) at the level of Lecturer or Assistant Professor, with a strong background in linguistics/communicative disorders. Min. qualification: MA or MSc, clinical experience and publications would be an asset. The successful candidates will have a commitment to teaching excellence at the undergraduate level and superior communication skills. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent before 30 April 1996 to: Dr. H.M. McGarrell, Chair, Department of Applied Language Studies, Brock University, St. Catharines, ON, L2S 3A1; Tel. (905) 688-5550, ext. 3374; Fax: (905) 688-2789; E-mail: hmcgarr@spartan.ac.BrockU.CA. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified male and female candidates are equally encouraged to apply.

MARKETING

UNIVERSITY OF NEW BRUNSWICK — Faculty of Administration invites applications for a tenure-track position in Marketing, at the rank of Assistant Professor, effective July 1, 1996. Applicants must have an earned doctorate in Marketing or be in the final stages of completing their dissertation. The successful candidate may be asked to teach marketing principles, consumer behaviour and marketing communications at the undergraduate and graduate levels. An interest in small business an entrepreneurship is also desirable. Candidates must demonstrate a strong commitment to scholarly research and quality teaching. Salary and fringe benefits are competitive. Interested parties should direct inquiries and applications, including a curriculum vitae, transcript of University studies, and the names of three referees, on or before April 15, 1996, to Barbara Trenholm, Acting Dean, University of New Brunswick, Faculty of Administration, P.O. Box 4400, Fredericton, NB, E3B 5A3, Telephone: 506-453-4869; Facsimile: 506-453-3561; E-mail: Trenholm@UNB.CA. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

MATHEMATICS

UNIVERSITY OF WATERLOO — Faculty of Mathematics. Applications are being accepted for a position at the rank of Lecturer (4-year appointment, renewable to a continuing appointment) beginning on or after July 1, 1996. Applicants should have an undergraduate degree in Mathematics and Computer Science, have several years experience in teaching mathematics and computer science at the Intermediate and Senior levels in Ontario schools and be known in the mathematical community. A Master's degree in Mathematics, Computer Science or Education would be an asset. Duties will include undergraduate teaching and advising, participating in the Faculty's school/liaison program, assisting with the undergraduate Teaching Option, and being a member of the executive committee that prepares and administers the Canadian Mathematics Competition and the newly established Canadian Computing Competition. Salary range commensurate with qualifications and experience. The closing date for application is April 30, 1996. This appointment is subject to the availability of funds. Send curriculum vitae and provide names of three referees to R.G. Scorer, Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. It is expected that the successful candidate will have an interest in preparing and writing support materials for teachers and students. The current restructuring of education at all levels offers the applicant an opportunity to take a leadership role in developing new models for effective teaching and learning in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

MEDICAL IMAGING

UNIVERSITY OF SASKATCHEWAN — Neuroradiologist. The College of Medicine, University of Saskatchewan and the Saskatchewan District Health Board at the Royal University Hospital invite applications for the position of an Academic Neuroradiologist within the Academic Department of Medical Imaging. Advanced training in all aspects of Neuroradiology is a requirement, as is certification or eligibility for certification with the Royal College of Physicians & Surgeons in Canada. The candidate would have major responsibility for teaching and development of the Neuroradiology program. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status in Canada. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Please forward your letter of application and resume to: Dr. J. Loewy, Academic Head, Dept. of Medical Imaging, Royal University Hospital, 103 Hospital Drive, Saskatoon, Sask. Canada S7N 0W8.

MEDICAL PHYSICS

THE UNIVERSITY OF CALGARY — Department of Oncology and the Tom Baker Cancer Centre invite applications for a full-time academic position as Director of the Centre's Department of Medical Physics. Duties will also include graduate and undergraduate teaching as well as research within a multidisciplinary research environment. Qualifications include a PhD, administrative experience in hospital or university setting, and a record of research in medical physics as it relates to oncology. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Please submit a curriculum vitae and the names of three referentes by March 31, 1996, to: Dr. Gavin C.E. Stuart, Department of Oncology, The University of Calgary, 1331 - 29 Street N.W., Calgary, AB T2N 4N2.

MUSIC

UNIVERSITY OF PRINCE EDWARD ISLAND — Music. Title of Position: Sabbatical Replacement (9 month). Qualifications Required: MMus. with teaching and performing experience. Nature of Duties: Extensive teaching of all Brass Instruments at the major applied level; Brass Ensembles, and Materials of Music (a one semester elementary theory course for general campus students). Salary Information: Commensurate with qualifications and experience. Send Applications to: Dr. F. Alan Reesor, Chair, Department of Music, University of Prince Edward Island, Charlottetown, PEI C1A 4P3. Effective Date: September 1, 1996. Applications Close: May 15, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UPEI offers equal opportunities to qualified male and female applicants.

WILFRID LAURIER UNIVERSITY — The Faculty of Music of Wilfrid Laurier University is seeking a continuing appointment in piano, subject to budgetary approval. Duties include teaching undergraduate individual lessons, weekly masterclasses, and course in piano literature and piano pedagogy. Teaching experience and international statute as a performer required. Rank: Assistant Professor or Artist-in-Residence. For the former, doctorate preferred. Starting date: July 1, 1996. Closing date for applications: April 15, 1996. Applications, including CV and three letters of reference, should be sent to Anne C. Hall, Dean, Faculty of Music, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. The university provides a smoke-free working environment.

WILFRID LAURIER UNIVERSITY — The Faculty of Music of Wilfrid Laurier University is seeking a continuing appointment, subject to budgetary approval, to coordinate the winds program and teach one wind instrument, flute preferred. Qualifications to teach other music courses — in theory, skills, and/or conducting — are required. Teaching experience and at least national statute as a performer required, doctorate preferred. Rank: Assistant Professor. Starting date: July 1, 1996. Closing date for applications: April 15, 1996. Applications, including CV and three letters of reference, should be sent to Anne C. Hall, Dean, Faculty of Music, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. The university provides a smoke-free working environment.

THE UNIVERSITY OF LETHBRIDGE — School of Fine Arts, Division of Music invites applications for a Term Lecturer, Music Theory. This is a full time term appointment (non-tenure track), beginning August 15, 1996. The initial appointment will be for the 1996-97 academic year. This position can be renewed. Responsibilities of this position include teaching undergraduate courses in music theory including aural, sight-singing, and keyboard skills. Additional skills in an applied area, ensemble direction, or other areas would be of benefit. At minimum, candidates will have a Masters degree in Music Theory. PhD preferred. University teaching experience would be of benefit. In accordance with Canada Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The current salary is $30,000.00 per annum, (to be pro-rated to the term of the appointment) plus benefits. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. Applications including a curriculum vitae, relevant supporting documents, and names of three referees should be sent to: Dr. Thomas Staples, Assistant Dean, Division of Music, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, (403) 329-2338, e-mail: staples@uleth.ca. The closing date for applications is March 31, 1996.

NEPHROLOGY

UNIVERSITY OF BRITISH COLUMBIA — The Division of Nephrology, Department of Medicine at the University of British Columbia invites applications for two (2) nephrologists at the Clinical Assistant Professor or Clinical Instructor level. These are one year renewable appointments. Candidates will be expected to have proficiency in all clinical aspects of nephrology, dialysis and transplantation, to have demonstrated teaching ability at both the undergraduate and postgraduate levels and to have experience in clinical investigation. Candidates are expected to participate in all clinical and academic activities of the Division. Successful applicants will be located at one of the UBC teaching Hospitals in a large nephrology program. The successful candidate will have an FRCPC or equivalent in Nephrology and must be eligible for licensure in the Province of British Columbia. Please submit a letter of application, CV, a statement of areas of expertise and strengths and the names of three referees, no later than March 30, 1996, to: Dr. E.C. Cameron, Division Head, Department of Medicine, University of British Columbia, Vancouver Hospital Health Sciences Center, #320-575 West 8th Avenue, Vancouver, BC V5Z 1C6. Salary will be commensurate with qualifications and experience. Preferred start date is July 1, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

NURSING

THE UNIVERSITY OF ALBERTA — Faculty of Nursing invites applications for a teaching position beginning September, 1996 at the assistant or associate professor level ($38,325.00 - $68,056.00). Appointment salary is commensurate with qualifications and experience. Applicants should have a PhD with established research potential. The applicant must also hold a current Advanced Practice Neonatal Intensive Care Nursing Certificate as duties will include teaching in the Advanced Practice Neonatal Intensive Care Nursing Certificate Program. A joint appointment with the appropriate clinical agency can be arranged as part of the position. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae, a teaching dossier and the names of three referees to Dr. Marilynn J. Wood, Dean, Faculty of Nursing, University of Alberta, 3-129 Clinical Sciences Building, Edmonton, Alberta, Canada T6G 2G3. Closing date: May 31, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

OCEANOGRAPHY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Oceanography of the Faculty of Science invites applications for a 6-month research associate position in population and ecosystem modeling. The candidate will join a team of physical and biological oceanographers studying the biophysical controls of salmon production and migration in the North Pacific Ocean. The candidate will be responsible for developing, testing and validating individual-based models of salmon migration behaviour, bioenergetics and survival in collaboration with other members of the team. Candidates should have a PhD and a thorough background in computer modeling of population and ecosystem processes, particularly the use of individual-based modeling techniques, as well as a good understanding of the physical and biological dynamics of the North Pacific Ocean. Knowledge of the biology and ecology of Pacific salmon would be an asset. The competition will close April 30 and an appointment will be made as soon as possible thereafter. Applications, including a resume, statement of research experience relevant to the position, and names of three referees (with fax and telephone numbers and e-mail addresses if possible) should be sent to Paul LeBlond, Department of Oceanography, University of British Columbia, Vancouver, B.C. Canada, V6T 1Z4, fax 604-822-6091; telephone 604-822-2496, e-mail leblond@oceans.ubc.ca

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Oceanography of the Faculty of Science invites applications for a tenure-track position in physical oceanography at the Assistant Professor level. Appointment may be considered at a higher rank for a woman with exceptional qualifications. We are primarily interested in physical oceanography applicants involved with sea-going research, but we will consider applicants in any area of physical oceanography. UBC has active research programs in physical, biological, chemical, geological and geophysical oceanography, atmospheric sciences and climate studies. The successful candidate will have the opportunity to develop a strong research program, work with graduate students and teach at the graduate and undergraduate level. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to final budgetary approval the position is available from July, 1996. The competition will close March 31, 1996 or when an appointment is concluded. Applications including a resume, a statement of research interests and the names of three referees (with fax and/or telephone numbers, if possible) should be sent to: Dr. A.G. Lewis, Department of Oceanography, University of British Columbia, Vancouver, B.C., Canada, V6T 1Z4, fax 604-822-6091, tel 604-822-3278, e-mail: office@oceans.ubc.ca

OPTOMETRY

UNIVERSITY OF WATERLOO — Centre for Contact Lens Research — Optometry. Applications are being accepted for at least one full-time research optometrist at the Centre for Contact Lens Research, School of Optometry, University of Waterloo. Specific duties will include conducting clinical trials (patient examination), writing research proposals, protocols and reports, data analysis, clinical photography, poster and presentation preparation, and participation in other applied research projects. Applicants should have a O.D. degree or equivalent optometric qualification and/or a graduate degree. Preference will be given to applicants who have experience or interest in contact lens research. Starting salary is negotiable according to experience. The position is contractually limited for an initial period of two years and renewal is contingent upon funding. This is a University Quasi-faculty position. General inquiries and/or letter of application with a current resume should be submitted to Desmond Fonn, Director, Centre for Contact Lens Research, School of Optometry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

PEDIATRICS

THE UNIVERSITY OF WESTERN ONTARIO — Chair, Division of Neonatal-Perinatal Medicine. The Department of Paediatrics at St. Joseph's Health Centre, University of Western Ontario is seeking a Chair for the Division of Neonatal-Perinatal Medicine. The Division comprises 21 members, including seven geographic full-time neonatologists. The Division maintains a level III neonatal coverage for Southwestern Ontario with 13,000 annual births. It is closely linked with other sections of the Department of Paediatrics and the Division of Maternal and Fetal Medicine of the Department of Obstetrics and Gynaecology and is considered one of the best Perinatal Outreach Programs in Canada, and Antenatal/Neonatal Databases. The Division has active clinical and basic science research programs within the NICU and the Maternal and Newborn Health Division of the Lawson Research Institute. Several members of the Division are members of

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Brock University
Department of Politics

The Department of Politics invites applications for a limited term contract appointment at the rank of Assistant Professor, subject to budgetary approval. The appointment will be for the 1996-97 academic year and is expected to be of 9 months duration although it could be for up to 2 years depending on circumstances. A completed PhD in Public Administration is expected, together with evidence of demonstrated teaching ability and scholarly potential. The successful candidate will be qualified to teach public administration, will be expected to have an active program of research in this area and, in the case of a 2 year appointment, to supervise undergraduate and graduate students. Applicants should submit by **March 31, 1996** a curriculum vitae, teaching evaluations, samples of written work, and the names and addresses of three referees: **Professor Charles Burton, Chair, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1**. FAX: 905-988-9388; e-mail: cburton@spartan.ac.BrockU.CA; telephone: 905-688-5550, ext. 3987. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply.

The University of Manitoba
School of Art

ASSISTANT PROFESSOR

The School of Art, University of Manitoba, invites applications for a tenure track position in Art History at the rank of Assistant Professor. A specialist in Modern art with demonstrated expertise in twentieth century, international contemporary and/or Canadian art is being sought. Teaching will include the first year introductory survey and upper level lecture and seminar courses. Academic credentials will include PhD or completion by the appointment date. Commitment to teaching both art history and studio majors as well as to research is important; an interest in the historiography and methodology of art will also be an asset. The appointment is to begin JULY 1, 1996 and is subject to budgetary approval.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents.

Applications accompanied by a detailed curriculum vitae, samples of scholarly work and the names of three references should be addressed to: **Professor Dale Amundson, Director, School of Art, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.** Three confidential letters of reference should be sent directly by the candidates referees to arrive no later than the deadline date. Applications will be accepted until **April 15, 1996.**

Faculty Position – Population Ecology

The Department of Biological Sciences of The University of Calgary invites applications for a tenure-track faculty position as Assistant Professor in Population Ecology. The Department offers honours and majors programs in Ecology, excellent research facilities along with a high degree of collaboration between laboratories throughout the Department.

Qualifications: Ph.D. degree with postdoctoral experience, demonstrated ability to conduct productive research of high quality, and a commitment to excellence in teaching at both undergraduate and graduate levels. Individuals conducting research in any area of population ecology are encouraged to apply, however, preference will be given to candidates interested in linkages between individuals and populations. Applicants from ecologists studying freshwater systems or with a strong theoretical background are also encouraged. The successful applicant will participate in teaching courses primarily in Ecology and Population Ecology, and potentially contribute in organismic courses depending on area of expertise. The salary range is $37,400 - $57,260, the position is available July 1 1996.

Applicants should send a curriculum vitae, a statement of teaching interests and philosophy, a concise outline of research directions and goals, and arrange to have three letters of reference sent by March 30, 1996 to:

Dr. A.P. Russell, Head
Department of Biological Sciences
The University of Calgary, 2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4 Fax (403) 289-9311

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

THE UNIVERSITY OF CALGARY

University of Lethbridge

Faculty of Arts and Science
Japanese

The Department of Modern Languages invites applications for an Assistant Professor or Lecturer; ten month term appointment, beginning August 1, 1996, subject to budgetary approval.

Ph.D. in Japanese at or near completion required in one of the following areas: language, literature, culture and civilization. The successful applicant will have native or near-native fluency in Japanese and English, and preferably some experience teaching Japanese as a second language at the post-secondary level. A strong commitment to scholarship and research is required. Interest in Computer-Assisted Language Learning is an asset.

The successful applicant will be required to teach introductory courses in Japanese language and may be asked to teach a course in English on aspects of Japanese culture.

In accordance with Canada Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment.

The current salary is $37,350.00 minimum per annum for an Assistant Professor, and $28,040.00 minimum per annum for a Lecturer.

Applications, including a curriculum vitae, transcripts, letters of reference from at least three scholars in the field, and a statement of teaching and research interests should be sent to: Professor John Woods, Acting Chair, Department of Modern Languages, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. The closing date for applications is March 29, 1996.

CLASSIFIEDS

the internationally renowned MRC Group in Fetal and Neonatal Health with an annual funding of $1.5 million and based at the Lawson Research Institute. The Chair of the Division will play a leadership role in teaching, clinical service, community outreach and research. Candidates are required to have Fellowship of the Royal College of Physicians of Canada or equivalent qualification, with national or international recognition for their academic and administrative abilities. Candidate must be eligible for an Ontario license to Practice. Interested individuals are requested to send a current curriculum vitae by April 1, 1996 to: R. Morrison Hurley, MD, FRCPC - Prof & Chair, Dept. of Paediatrics, 800 Commissioners Rd. E. London, ON N6C 2V5. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Pediatrics, University of British Columbia and B.C.'s Children's Hospital, with the support of the Heart and Stroke Foundation of B.C. and Yukon, and of the B.C.'s Children's Hospital Foundation, seek an established investigator to develop a pediatric cardiovascular sciences research program. This is a grant tenure track position within the Department of Pediatrics with a minimum of 75% commitment to research. This appointment is contingent upon successful licensure by the B.C. College of Physicians and Surgeons. The applicant should have pediatric cardiovascular expertise, adequate research training and a proven ability for independent research activity. He/she will be expected to build a pediatric cardiovascular sciences research program as well as work collaboratively with physicians and other members of the cardiac sciences clinical program. B.C.'s Children's Hospital is the only tertiary care facility in B.C. for pediatric cardiac sciences and serves a population of 3.5 million. There are strong linkage opportunities with the new Centre for Molecular Medicine and Therapeutics which is a core centre within the B.C. Research Institute for Child and Family Health. Salary and rank will be commensurate with qualifications and experience. The anticipated start date is July 1, 1996. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested individuals should send their curriculum vitae, selected reprints, a brief statement of research interests, and the names and addresses of three referees by April 30, 1996 to: J.G. LeBlanc, M.D., Chair, Search Committee, Cardiac Sciences Medical Director, B.C.'s Children's Hospital, 4480 Oak Street, Room 3G63, Vancouver, B.C. V6H 3V4.

PHILOSOPHY

UNIVERSITY OF WATERLOO — Philosophy. Applications are being accepted for a tenure-track position at the Assistant Professor level in Philosophy beginning September 1, 1996. The successful candidate must have a PhD in Philosophy and an actively developing research program. Duties include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The review of applications will begin after March 31, 1996. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor Richard Holmes, Chair, Department of Philosophy, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. Email: rholmes@watarts.uwaterloo.ca In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

MCGILL UNIVERSITY, Montreal, Quebec. Subject to budgetary approval. Two or three one-year sessional appointments. Candidates should have a PhD and be able to teach in two of the following four areas: Political Philosophy; Ethics; Early Modern Philosophy; Philosophy of Mind and Epistemology. The Department is committed to equity in employment. Application deadline: April 12, 1996. Send applications, including CV, letters of reference, writing sample and graduate transcript, to the Appointments Committee, Department of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7.

UNIVERSITY OF NEW BRUNSWICK — The Department of Philosophy of The University of New Brunswick invites applications for a tenure track position to commence 1 July, 1996, subject to budgetary approval. The Department is seeking a scholar whose primary area of competence is in Modern (Descartes-Hume and Kant) and Nineteenth Century Philosophy. The successful candidate will be expected to teach at the elementary level as well as the upper and graduate levels and to participate fully in the life of the Department. Interested candidates should submit a curriculum vitae and names of referees to: Prof. R.C. MacDonald, Department of Philosophy, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. Applications will be accepted until position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity

PHYSICAL & HEALTH EDUCATION

QUEEN'S UNIVERSITY — The School of Physical and Health Education Queen's University at Kingston, invites applications for a three-year renewable tenure track position at the rank of Assistant Professor (salary will reflect qualifications and experience). The appointment will commence July 1, 1996 (subject to negotiation). The successful candidate will hold a PhD specializing in Biomechanics from a background in physical education, mechanical engineering or a related area. The successful candidate will teach courses at the undergraduate level in physical education or health education and contribute to graduate courses in biomechanics and/or ergonomics. The candidate must show evidence of a strong research training with ability to conduct independent and collaborative research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment-equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and members of visible minorities. Letters of application, together with a curriculum vitae and the names of three referees, should be directed by 29 March, 1996. Dr. J. Gavin Reid, Director, School of Physical and Health Education, Queen's University, Kingston, Ontario K7L 3N6; Phone: (613) 546-2666, Fax: (613) 545-2009

PHYSICS

THE UNIVERSITY OF VICTORIA invites applicants for a Research Associate position in Experimental High Energy Physics. The position will be based initially at CERN working on the OPAL experiment. It is a two year term position with a possible three year extension. The position is available on or after April 15, 1996. The University of Victoria group is currently actively engaged in the OPAL LEP I physics program with particular emphasis on the line shape on tau physics. The group is starting a new physics analysis program based on data collected at LEP 1.5 and at the LEP II facility beginning this year. The candidate will take an active role in the analysis of OPAL data. The University of Victoria also is partly responsible for operating the OPAL online data reconstruction facility, a system of HP700 series computers. The successful candidate would be expected to assume a major role in the operation and support of this system. Candidates should have a recent PhD in particle physics and experience with UNIX based computer systems. Experience with operating system installation and management would be an asset. Interested candidates should send a curriculum vitae and arrange for two letters of recommendation to be sent to: R.K. Keeler, Department of Physics and Astronomy, University of Victoria, Box 3055, Victoria, British Columbia V8W 3P6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment unless a search among qualified Canadian applicants proves unsuccessful. Closing date for application is 30 March 1996.

PHYSIOLOGY

MCGILL UNIVERSITY — Department of Physiology. Applications are invited for a post-doctoral/research associate position, available immediately. The NIH-funded project involves molecular studies of CFTR, a chloride channel which is defective in Cystic Fibrosis, and the serine/threonine phosphatase that controls its activity. A strong background in molecular and/or cellular biology or biochemistry is essential. Please send curriculum vitae and names of three references to: Dr. J. Hanrahan, Department of Physiology, McGill University, 3655 Drummond St., Montreal, Quebec H3G 1Y6 Canada; Fax: (514) 398-7452; email: hanrahan@physio.mcgill.ca.

PSYCHOLOGY

UNIVERSITY OF WATERLOO — The Department of Psychology at the University of Waterloo anticipates a tenure-track position in Clinical Psychology, beginning July 1, 1996. The preference is for an appointment at the level of assistant professor, but applications at the associate level will be considered. Responsibilities include teaching at both the graduate and undergraduate levels, development of a sustained research program, and graduate research and clinical supervision. A PhD from an approved doctoral program in clinical psychology, a Boulder model orientation, and eligibility for Provincial registration are required. Applicants should submit a cover letter, vita and samples of scholarly work, and should arrange to have at least three letters of recommendation sent directly to Dr. Michael Ross, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Consideration of applicants will begin February 1, 1996. This appointment is subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK — Saint John Campus, Department of Psychology invites applications for a tenure track position at the Assistant Professor level commencing January 1, 1997, subject to budgetary approval. Applicants with expertise in one or more of the following areas will be considered. Behaviour Modification, Personality, Abnormal Psychology, Counselling, and Psychological Testing. The ability to teach courses in statistical methods and research design is an asset, and the willingness to teach introductory psychology is a requirement. The successful applicant will be expected to pursue an active programme of research, and therefore evidence of research experience or potential should be submitted. A PhD is required, but those in the final stages of a PhD programme may apply. Salary range will be based upon qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. Harald Taukulis, Chair, Department of Psychology,

CAUT ACPPU BULLETIN

PUBLISHER'S STATEMENT
DÉCLARATION DE L'ÉDITEUR

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900.

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The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

MAY	JUNE
CLASSIFIED Apr 9/96 · 12 pm	CLASSIFIED May 10/96 · 12 pm
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DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

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PETITES ANNONCES 9 avr/96 · 12h00	PETITES ANNONCES 10 mai/96 · 12h00
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ANNONCES CLASSÉES

University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

SAINT MARY'S UNIVERSITY — Department of Psychology. Applications are invited for a two-year term appointment at the Assistant Professor level starting September 1, 1996. A PhD in psychology is required. We seek an individual with teaching and research skills in one or more areas of applied psychology, for example, applied social, clinical, community, health, and industrial/organizational. An ability and willingness to teach courses in psychological statistics and research methods is desirable. The successful applicant will be expected to develop an active program of scholarly investigation and to contribute in teaching and research to the graduate program. The Department has a major and an honors curriculum and offers an M.Sc. degree in applied psychology with emphasis in clinical and in industrial/organizational psychology. We are also a member of the Cooperative PhD Program in Clinical Psychology at Dalhousie University. Applicants should furnish a curriculum vitae, copies of reprints or preprints, a letter describing teaching and research interests, and three letters of reference (sent directly by referees) to Dr. Vic Catano, Chair, Department of Psychology, Saint Mary's University, Halifax, NS, B3H 3C3, Canada. Applications will be processed as files are completed and until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and persons with disabilities.

TRENT UNIVERSITY — Subject to budgetary approval, the Department of Psychology of Trent University is seeking to fill a 9-month limited term position at the Lecturer or Assistant Professor level. Responsibilities will include teaching a second-year course at child psychology and a third-year course in exceptional development, plus the opportunity of Honours thesis supervision. Candidates should have completed (or be near completion of) the PhD by the start of the appointment. Preference will be given to candidates with teaching experience in normal and exceptional human development; an active research program is also an asset. The term of the appointment is from August 15, 1996, to May 15, 1997; the base of the salary range at the Assistant Professor level is $44,816 per annum ($32,362 for the 9-month term of the appointment). Candidates should submit a curriculum vitae, selected reprints, and three (3) letters of reference to: Dr. Peter Watson, Chair, Department of Psychology, Trent University, Peterborough, Ontario, K9J 7B8. The Deadline for applications is April 30, 1996, although later applications may be considered. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trent University is an Employment Equity Employer and especially invites candidacies from women, aboriginal peoples, visible minorities, and disabled persons.

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Psychology invites applications for a nine-month leave replacement position commencing September 1, 1996, subject to budgetary approval. Applicants with expertise in Programme Evaluation and Criminal Behaviour will receive preference, but consideration will also be given to those individuals who are capable of offering courses in one or more of the following areas: Behaviour Modification, Personality, Abnormal Psychology, Health Psychology, Community Psychology, or Counselling. The teaching of one section of Introductory Psychology during each term will also be required. A PhD is preferred, but those in the final stages of a PhD programme may apply. Salary will be based upon qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. Harald Taukulis, Chair, Department of Psychology, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

SOCIOLOGY

UNIVERSITY OF NEW BRUNSWICK, Saint John Campus — Sociology. The University of New Brunswick in Saint John invites applications for a tenure track position in Sociology at the level of Assistant Professor, subject to budgetary approval. We are looking for someone with expertise in the areas of media, communication and related studies. Candidates with a proven research record and breadth of teaching expertise will be given first consideration. Applicants will also be expected to have a completed PhD and to provide a teaching dossier on request. The position will be available January 1, 1997. Applications, including curriculum vitae and the names and addresses of three referees should be sent to Dr. M. Kabir, Chair, Department of Social Science, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. Applications will be accepted until the position is filled. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WINNIPEG — The Department of Sociology and Studies in Justice And Law Enforcement at the University of Winnipeg are seeking a criminologist for a tenure track joint appointment at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 1996. Salary commensurate with qualifications and experience. The successful candidate should be prepared to teach courses in criminal justice and research methods at the undergraduate level. A second area of specialization in popular culture and/or mass communications would be a definite asset. Candidates should have a PhD, preferably in Sociology. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by March 31, 1996, send a curriculum vitae, including three letters of reference to: Professor Joel Novek, Chair, Department of Sociology, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9.

BROCK UNIVERSITY — The Department of Sociology at Brock University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 1996 and subject to budgetary approval. A recently completed PhD in Sociology is required, together with a demonstrated aptitude for undergraduate teaching and evidence of research potential. The persons appointed will be expected to have a specialization in critical criminology with specific interests in gender (family violence, harassment) and/or discrimination (race and ethnicity) and to develop a program of independent research and scholarship in aspects of this specialization. Applicants should submit by April 30, 1996 a curriculum vitae, the names and addresses of three referees, and selected reprints and preprints of publications to: Professor Daniel G. Glenday, Chair, Appointments Committee, Department of Sociology, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalances among its faculty.

YORK UNIVERSITY — Faculty of Arts, Department of Sociology. Applications for a tenure-stream appointment are invited from persons with a specialization in the sociology of the environment, including a theoretical emphasis on human-physical environment relations. The appointment is at the rank of assistant professor, commencing July 1, 1996. Requirements: PhD to be completed by September 1, 1996, a record of sociological scholarship in the area of specialization; and demonstrated skills in, and commitment to, teaching. Salary is dependent on qualifications. Preference will be given to candidates who sociologically interpret human-physical environment relations from a comparative and/or historical context, engage in theory-guided research on this topic, and link theory and research with public policy issues. Duties will include teaching at the undergraduate and graduate levels, a program of productive research, and involvement in departmental work. The ability to collaborate with members of other related Faculties would also be desirable. Applicants should send a curriculum vitae, a letter stating their abilities and interests relevant to the position, copies of up to three publications, and the names and addresses of three referees to: Professor Desmond Ellis, Chair, Department of Sociology, Faculty of Arts, York University, North York, Ontario, M3J 1P3. The department will contact the referees of the applicants it determines to be the most promising for this position on the basis of the materials submitted. The deadline for applications is March 15, 1996. This position is subject to budgetary approval. York University is implementing a policy of employment equity including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

SURGERY

UNIVERSITY OF ALBERTA — Department of Surgery, Division of General Surgery. The University of Alberta is accepting applications for the position of Divisional Director, Division of General Surgery, Department of Surgery, University of Alberta. This position will either be a contractual or a full-time continuing position at either the Associate or Professor level. The successful applicant must have fulfilled the fellowship qualifications of the Royal College of Physicians and Surgeons of Canada in Surgery. A commitment to excellence in patient care, teaching and research expected. Previous administrative experience would be an asset. Income will derive from clinical earnings plus salary support from the University of Alberta. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Starting date: July 1, 1996. Applicants should reply by April 30, 1996, enclosing a recent curriculum vitae and the names of three referees to: Dr. S.M. Hamilton, Walter Stirling Anderson Professor and Chair of Surgery, 2D2.24, Walter Mackenzie Health Sciences Centre, 8440-112 Street, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities

TEACHING OEVELOPMENT

UNIVERSITY OF REGINA — Associate Director, Teaching Development Centre. Applications are invited for a full-time, three-year term appointment as Associate Director of the Teaching Development Centre. The appointment will be effective July 1, 1996. General qualifications: PhD or equivalent academic qualifications; a sound record as a teacher and researcher; knowledge of a wide variety of pedagogical techniques, existing and emerging audiovisual and multimedia teaching tools; and outstanding communication skills. Duties: The successful applicant will be expected to exercise a tenderfoot role in improving and promoting teaching and instruction at the University of Regina. Acting as manager and coordinator of the Teaching Development Centre, the Associate Director will assume responsibility for the day-to-day operation of the facility, its programs and budget; advise individual faculty, sessional instructors, and teaching assistants on teaching related concerns; facilitate peer consultation and mentorship programs; plan, develop and co-ordinate programs, workshops, and discussion groups designed to enhance the teaching effectiveness of all university instructors; produce handbooks and other materials to support teaching; build a library of instructional resources, both traditional and electronic, and be prepared to promote and encourage the use of state-of-the-art instructional technologies; interact with other teaching development offices around the county, teach one course per term in his or her area of expertise. Salary: $36,000 to $46,800 This is negotiable according to qualifications and experience. Applications, including curriculum vitae and the names of three references, should be sent to Dr. Meredith Cherland, Acting Director, Teaching Development Centre, Library Building, Room 112.1, University of Regina, Regina, Saskatchewan S4S 0A2, Fax: (306) 585-5286. Deadline for applications: April 12, 1996 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizen and permanent residents. The University of Regina is committed to the principles of employment equity

TRAOUCTION

UNIVERSITÉ LAVAL — Deux postes de **professeurs** ou de professeures. **Poste #1:** traduction du français à l'anglais, **Poste #2:** traduction de l'anglais au français. Le Département de langues et linguistique de la Faculte des lettres ouvre deux concours pour deux postes de professeures ou de professeures. Poste #1 traduction du français à l'anglais. Poste #2: traduction de l'anglais au français. Les postes doivent être pourvus le 1er juin 1996. Postes à temps complet. Conditions d'engagement et traitement selon la convention collective en vigueur. Description du poste #1: enseignement de la traduction du français à l'anglais dans le cadre du Baccalaureat spécialisé en traduction. Direction d'étudiants et d'étudiantes de 2e et 3e cycles et, éventuellement, enseignement de la traduction à la Maitrise en terminologie et traduction. Recherche dans le dom-ine de la traduction ou de la terminologie. Description du poste #2: enseignement de la traduction de l'anglais au français, en particulier dans le domaine juridique, dans le cadre du Baccalaureat spécialise en traduction et de la Maitrise en terminologie et traduction. Enseignement de l'organisation professionnelle (exploitation d'un cabinet de traduction, contacts avec les clients, utilisation d'outils informatiques). Direction d'étudiants et étudiantes de 2e et 3e cycles. Recherche dans les domaines suivants: traduction (aspects théoriques ou pratiques) ou terminologie. Qualifications Générales du poste #1: doctorat (terminé ou en fin de rédaction) ou l'équivalent dans un domaine pertinent. Expérience de la traduction professionnelle Expérience de l'enseignement souhaitable. Langue maternelle anglaise. Excellente connaissance du français Qualifications générales du poste #2: doctorat (terminé ou en fin de rédaction) ou l'équivalent, en traduction, en linguistique, en droit ou dans tout autre domaine pertinent. Expérience de la traduction professionnelle. Langue maternelle française. Excellente connaissance de l'anglais. Les candidatures seront traitées dans la plus stricte confidentialité et devront être reçues au plus tard le 15 avril 1996. Les personnes intéressées devront faire parvenir leur curriculum vitae complet et à jour, un exemplaire des principales publications, ainsi que le nom et l'adresse de trois répondants ou répondantes et, le cas échéant, la liste des employeurs ou employeuses, à l'adresse suivante. Monsieur le directeur, Département de langues et linguistique, Faculté des lettres, Universite Laval, Cité universitaire, Quebec (Quebec), Canada, G1K 7P4. En accorde avec les exigences du ministere de l'immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et residents permanents du Canada En vertu de son programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes.

ACCOMMOOATIONS

FOR RENT- Ottawa, Ontario- Furnished home, 4 bedrooms, 1.5 baths, Jacuzzi in basement rec room, large family room. Walking distance to U of O, Carleton University, downtown, canal, and Rideau River. Available August 96 to July 97. Rent 1300/month plus utilities Call Isobel Ellis (613) 730-4791 or E-mail jellis@magi.com.

FOR RENT — Toronto suburb — (June 96 to Aug. 97 — flexible). Furnished three bedroom townhouse, nice & clean. Very quiet street, near all amenities, parks and schools (specially, Waldorf School). Ideal for visiting faculty with cars. $950/month plus utilities. Non-smokers. Phone/Fax (905) 508-6486.

FOR RENT - Mid-March-Aug 31 (flexible dates) 2-bed. 1 1/2 bath fully furnished ground floor apt.Vancouver Easy access UBC and downtown. $1075 mo.includes utilities except telephone Anderson tel/FAX 604-737-0528 or e-mail Susan@unixg.ubc.ca

PROVENCE, South of France. 3-bedroom house (furnished) in the picturesque village of Puyloubier, 20km east of Aix-en-Provence. Phone, washer, central heating Available from September 1996 $1000.00 per month including utilities. Beth: (416) 978-7458 or 588-2580.

SABBATICAL RENTAL — Edmonton — for 1996-97. Fully furnished 4-bedroom house, quiet neighbourhood $1,000/month or exchange for accommodation in Montreal. Malcolm King, (403) 492-6703.

EDINBURGH, SCOTLAND fully furnished 3-bedroom flat for rent from September 1996 to June 1997. Centrally located (New Town), all modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick or Stephen Brown (705) 741-5252 or (705) 748-1238/1237 Trent University. (E-Mail: kchittick@trentu.ca or swbrown@trentu.ca)

SABBATICAL RENTAL: Montreal. Upper duplex (2nd flr flat totally independent). 1 or 2 adults. Ideal location (Westmount). Fully furn., equipped. Spacious, 2 brm., 2 baths, study. Lge kit., liv., din. rms. Up to 1 yr from Sept. 1. (514) 937-8493

LONDON HOUSE, Camden Town, London, England May to August accommodation in University of Guelph's "Guelph London House." Rooms or flats, full housekeeping privileges. Daily, weekly and monthly rates. Minimum 3 nights stay. This smoke-free environment is ideal for academic/tourist travellers Guelph London House, c/o University of Guelph, Guelph, ON N1G 2W1. PH: (519) 824-4120 Ext.3357, FAX: (519) 767-1670, E-mail: ocho@voguelph.ca

FOR RENT — Paris, Ontario — furnished four bedroom greek revival home on the Grand River. Paris is central to universities in London, Hamilton, Waterloo, Guelph, and Toronto. This is an ideal site for visiting faculty with family $2,000/month (12 month lease) Telephone (519) 442-6886. Available July 96

Educators Bed & Breakfast Network — $27 a night for two. Private membership travel network of B&B's for educators. Stay with members at over 2800 locations in 36 countries. Choose your destination and we do the rest. Call (800) 377-3480, write Box 5278, Eugene, OR 97405, fax (541) 686-5818, or try our Homepage; http://www.efn.org/~edbabnet.

VILLA FOR RENT in Southern France, Provence: Sept. 1, 1996 to May 31, 1997. Fully furnished 3 bedroom, large office/library, 1 acre, private, wooded, inground swimming pool, tennis court, 1/2 hour north of Aix-en-Provence. $1300 per mo. plus utilities. Contact: Dr. Sandra Beckett, 278 Riverview Blvd., St. Catharines, Ontario L2T 3N4 (905) 687-7315. e-mail sbeckett@spartan.ac.brocku.ca.

FOR RENT — London, Ontario — (Jan. 1996 to June 1997 — flexible) furnished three bedroom executive condominium within walking distance of UWO. $1,200/month. Telephone (519) 442-6886 or e-mail Hansen@edu.uwo.ca.

SABBATICAL RENTAL — Florence (Italy). Historic centre attractive one-bedroom apartment, sleeps 2-4. Weekly Italian Lira 650 000 all incl. monthly 1 400 000 plus util Spezzotti 011-39-55-24-57-39.

VICTORIA — Sabbatical rental. 2 BR fully furnished cottage nr harbour 20 min from Univ. large organic garden. Avail July 1 to Dec 31 $950/month + utils. 604-480-0840

NOTICEBOARD

DRACULA 97: A Centennial Celebration will be held in Los Angeles August 14-17, 1997, to mark the centenary of the publication of Dracula by Bram Stoker. Organized by the American and Canadian chapters of the Transylvanian Society of Dracula, the conference will focus on the exploration and celebration of the Dracula archetype in its many forms. Send 400-600 word proposals or requests for further information to: Elizabeth Miller, Dracula 97, Box 23240 Churchill Square P.O., St. John's, NF, Canada A1B 4J9; email: emiller@plato.uwo.ma.ca

CALL FOR PAPERS for the festschrift: Socioeconomics of Community Development. Ethico-Economic Perspectives, a Special Issue of the International Journal of Social Economics (MCB University Press, Hull, England). Papers may be in any suitable area of the theme. Communicate intentions immediately; final papers by July 31 to Professor M Choudhury, Guest Editor, University College of Cape Breton, Sydney, NS B1P 6L2. Tel: 902-539-5300 Fax: 902-562-0119; mchoudhu@sparc.uccb.ns.ca

CALL FOR PAPERS August 22-25, 1996 the University of Northern B.C. will host a World Conference on Quality of Life. Anyone interested in more information or wishing to present a paper should contact Alex C. Michalos, UNBC, Prince George, B.C. V2N 4Z9, Canada, Tel: 604-960-6657; fax: 604-960-5544; e-mail Michalos@unbc.edu.

First Nations Faculty Position

Social Work

The University of Northern British Columbia is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). The Faculty of Health and Human Sciences invites applications for a First Nations faculty position in the Social Work Programme.

The Social Work Programme emphasizes social work in northern and remote areas, aboriginal issues, women in human services, and community practice and research through courses that recognize the integration of practice, policy and research. Analyses of class, gender and race relations are considered central. The Social Work Programme, in conjunction with the First Nations Centre, is in the process of developing a First Nations BSW. For information on the First Nations Centre contact Dr. Lee Morrison at (604) 960-5517 or leem@unbc.edu.

UNBC's region contains sixteen Tribal Councils, more than 76 bands, and a dozen urban Friendship centres. The responsibilities of this position include ... developing a relevant social work education program cooperatively with First Nations groups in Northern BC and other educational institutions ... planning, development and teaching of First Nations social work curriculum ... providing academic advice/assistance in admissions and practicum development relevant to First Nations people ... and developing community based research with First Nations communities.

Candidates for this position should possess a graduate degree in Social Work or a related discipline along with a demonstrated record of teaching, research, and publication. They should have a strong background in issues affecting aboriginal and metis people as well as experience in social work practice and policy development with First Nations communities.

The closing date for applications is **April 19, 1996**, with a preferred start date of July 1, 1996 or earlier. This appointment is at Assistant Professor level and is for a three year term, renewable for a further two year term contingent upon availability of funding. This advertisement is directed to First Nations applicants. Please forward your curriculum vitae and the names, addresses and phone numbers (including fax and e-mail) of three references, to: Dr. David Fish, Dean, Faculty of Health and Human Sciences, c/o Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (604) 960-5695.

UNBC
University of Northern British Columbia

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY COLLEGE of the FRASER VALLEY

KPE Instructor

Full-time, Permanent, Faculty Position

UCFV, an institution with campuses in Abbotsford, Chilliwack, Mission and Hope, requires a Kinesiology and Physical Education Instructor to commence August 1, 1996.

The successful candidate will have expertise in fitness/exercise prescription and strength conditioning and also be able to teach in one or more of the following areas: health, nutrition, and biomechanics.

Applicants must have a master's degree in Kinesiology and Physical Education, or related field (PhD) preferred) with an emphasis in exercise physiology or related discipline. Demonstrated excellence in, and commitment to, teaching at the post-secondary level; involvement in scholarly activity; knowledge and accreditation in fitness and exercise, particularly possession of CSCS certification, would be considered an asset as well as experience in program and curriculum development, and knowledge of alternative and innovative teaching delivery techniques, such as distributed learning.

Salary: To be determined by the appropriate placement on our faculty salary scale contained in the current collective agreement.

This position is contingent on finalization of the 1996/97 UCFV budget.

Applications detailing education and experience should be forwarded no later than March 15, 1996, to the University College of the Fraser Valley, Employee Relations Department, 33844 King Road, Abbotsford, B.C. V2S 4N2
Phone: 854-4526. Fax: 853-9990. E-Mail: scarown@ucfv.bc.ca

Posting No. 96.02e

UCFV is an Employment Equity Employer 802-14

Faculty of Psychology
University of Toronto

ASSISTANT PROFESSOR in the area of Cognitive Psychology

The Department of Psychology at the University of Toronto (St. George Campus) invites applications for a tenure-track position, subject to budgetary approval, at the rank of Assistant Professor, beginning July 1996, in the area of Cognitive Psychology. The candidate must have a PhD in the relevant area, or be near completion, and have a strong research record in the areas of human memory or attention. Responsibilities include teaching at graduate and undergraduate levels, supervising student research, and developing a sustained programme of research. Quantitative expertise is desirable. Salary will be commensurate with qualifications and experience.

A curriculum vitae, statement of research and teaching interests, and three letters of recommendation should be sent to:

Professor Fergus Craik
Department of Psychology
University of Toronto
100 St. George Street
Toronto, Ontario
Canada M5S 3G3

Application deadline is **April 15, 1996.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified women and men, members of visible minorities, First Nations peoples, and persons with disabilities.

ASSISTANT PROFESSOR PRIMATOLOGY

The Department of Anthropology at The University of Calgary invites applications for an Assistant Professor (tenure track) position in Primatology starting July 1, 1996.

Qualifications include a PhD in a relevant field, a strong research, publication, and teaching record. Primary teaching responsibilities will include primate behaviour and ecology, and primate and human evolution. The successful applicant will also be required to have expertise in Japanese Studies and to make a substantial teaching contribution to a Tri-Faculty Asian Studies program. The Department of Anthropology has a strong undergraduate program, an active MA program, and a new PhD program. The appointee will be expected to participate actively in all levels of the graduate and undergraduate programs in primatology. Salary will be commensurate with qualifications.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Please send applications, a curriculum vitae, and three letters of recommendation by **March 31, 1996**, to:

Dr. Usher Fleising, Head, Department of Anthropology
The University of Calgary, 2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4

THE UNIVERSITY OF CALGARY

Who Really Defends Academic Freedom?

JOYCE LORIMER

THE RECENT CONTRACT SETTLEMENT AT MEMORIAL, like that at Manitoba in the fall, scotched deliberate efforts by their respective administrations to break the faculty association unions.

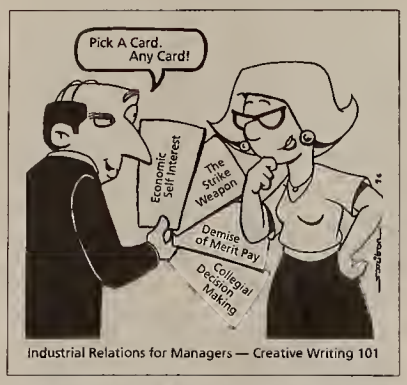
In each case, the proposals brought to the table by the employer threatened the academic authority of university senates, and the academic freedom of academic staff, by arbitrarily claiming the right to close down individual courses or programs for financial reasons, without any effective requirement for financial disclosure or academic peer review.

Given these very recent and sorry examples of approaches to academic management, it is particularly galling to find the author of AUCC's latest discussion paper on academic freedom trotting out the same tired arguments about unionization and collective bargaining.

Those who risked frostbite on the picket lines at Manitoba will be glad to know that the author acknowledges that "it cannot be said that unionization and collective bargaining are necessarily antithetical to academic freedom." It seems, however, that "full-blown unionization, collective bargaining, and the right to strike do stand in potential conflict with the principles upon which academic freedom has come to rest." I wonder why.

The author provides four quite illuminating examples of his/her reasoning. Apparently "unionization stands in potential opposition to academic self-government which is, in turn, one of the pillars underpinning academic freedom. Unionization exalts the pursuit of economic self-interest and subordinates the responsibilities inherent in academic self-government." The reason is that when faculty members participate in both at the same time they "all too easily yield(s) to the temptation to treat senates as a second line of defence in opposition to management and the governing board."

In practice, however, certified faculty associations have been careful to respect the line between the academic authority of senates and the negotiated rights of the association. It



Industrial Relations for Managers — Creative Writing 101

was the associations at Manitoba and Memorial which fought to protect the of academic freedom of the faculty against an invasive board and senior management.

The second argument that withdrawal from teaching breaks "the bonds of reciprocity inherent in academic freedom," is a wonderful example of self-serving amnesia. The author's concession that "perhaps one could justify the refusal to teach if academic freedom itself were not at stake, but this has not been the experience in Canadian universities," neatly forgets the events of last autumn. None of the postgraduate and the majority of undergraduate students at Manitoba had any illusions as to what was at stake in the strike and how it would affect their own academic freedom if the administration were given the right to dismiss professors and close down courses at will.

The author's real objection is revealed in the third argument that "unionization and collective bargaining have had the effect of weakening management authority within the university." It is, fortunately, true that certified faculty associations have fought to protect collegial decision-making processes against the attempts by administrations to introduce inappropriate corporate forms of management. It takes an extreme case of myopia to see this as detrimental to academic freedom.

The claim that unionized contracts have inhibited the monitoring of the scholarly performance of faculty members can be countered by looking at the actual language and procedures in existing contracts. Perhaps what really bothers the author is that certified faculty associations have managed to insist on management accountability. Assignment of workload, promotion and tenure decisions must now be openly documented, fair and equitable, and many contracts require senior administrators to record annual assessments of individual academic staff members' performance.

The author's confusion of merit awards with measures for regular and accountable performance review cannot stand up to scrutiny. Those who experienced the patronage problems involved in unreformed salary structures will have difficulty determining what evidence leads the author to conclude that the "trust embodied in the principle of academic freedom" is somehow vested in more "responsible hands" on non-unionized campuses.

Virtually all certified faculty associations have negotiated a legally binding article on academic freedom and concomitant faculty responsibilities in their collective agreements. In practice it has been university administrations which have tried to narrow the application of such articles or to undermine them.

The foreword to the discussion paper makes a careful disclaimer that the opinions expressed within it "are those of the author alone, and not necessarily those of the association or any of its members." Good. Let us hope that sane heads in AUCC will reject them. If they do not, we will have more confrontations on university campuses in the coming months. ■

Qui défend vraiment la liberté universitaire?

L'ENTENTE CONCLUE RÉCEMMENT À L'UNIVERSITÉ Memorial ainsi qu'à l'université du Manitoba a anéanti les efforts délibérés de chacune des administrations universitaires pour mater le syndicat des professeurs.

Dans chaque cas, les offres de l'employeur menaçaient l'autorité des conseils d'université en matière de programmes d'études et la liberté universitaire du corps professoral en réclamant arbitrairement le droit d'abolir des cours ou des programmes pour des motifs financiers sans exiger de manière efficace la divulgation de renseignements budgétaires ou une évaluation par les pairs.

Devant cette désolante attitude de la part des administrations universitaires, il est particulièrement irritant de constater que l'auteur d'un récent document de l'AUCC sur la liberté universitaire nous rebatte les oreilles avec les mêmes vieux arguments sur la syndicalisation et la négociation collective.

Les grévistes de l'université du Manitoba qui ont fait du piquetage par un temps glacial apprendront avec plaisir que l'auteur admet que l'on ne peut dire que la syndicalisation et la négociation collective sont nécessairement l'antithèse de la liberté universitaire. Il ajoute cependant qu'un syndicalisme épanoui, la négociation collective et le droit de grève entrent probablement en conflit avec les principes sous-tendant la liberté universitaire. Allons savoir pourquoi.

L'auteur illustre son raisonnement avec quatre exemples éclairants. Selon lui, le syndicalisme s'oppose potentiellement à l'autonomie universitaire qui est, à son tour, l'un des piliers soutenant la liberté universitaire. Le syndicalisme, poursuit-il, exalte la recherche de l'intérêt personnel et subordonne les responsabilités inhérentes à l'autonomie universitaire. Il motive cette affirmation en déclarant que, lorsque les professeurs participent à ces deux activités en même temps, ils cèdent trop facilement à la tentation de traiter les conseils d'université comme une deuxième ligne de défense s'opposant à l'administration et au conseil d'administration.

En pratique, les associations de professeurs accréditées ont pris soin de respecter la ligne entre l'autorité des conseils d'université et les droits négociés de l'association. Ce sont les associations des universités Memorial et du Manitoba qui ont lutté pour protéger la liberté universitaire contre un conseil d'administration et des cadres supérieurs envahissants.

Le deuxième argument selon lequel le retrait de l'enseignement rompt les liens de réciprocité inhérents à la liberté universitaire est un merveilleux exemple d'amnésie égoïste. L'auteur affirme que l'on pourrait justifier le refus d'enseigner si la liberté universitaire n'était pas en jeu — ce qui n'est pas l'expérience que l'on vit dans les universités canadiennes. Toutefois, il oublie habilement les événements de l'automne dernier. Aucun des étudiants des 2e et 3e cycles et la plupart des étudiants du 1er cycle de l'université du Manitoba ne se faisait d'illusion sur ce qui était en jeu pendant la grève et comment leur liberté universitaire en serait touchée si l'administration se voyait accorder le droit de licencier des professeurs et d'abolir des cours à volonté.

Dans son troisième argument, l'auteur révèle sa véritable opposition. Il soutient en effet que le syndicalisme et la négociation collective ont affaibli l'autorité administrative au sein de l'université. Heureusement, il est vrai que les associations de professeurs accréditées ont lutté pour protéger le processus collégial de décision contre les tentatives de l'administration d'introduire des modes de gestion inopportuns. Il faut être très myope pour y voir un effet nuisible sur la liberté universitaire.

On peut réfuter l'argument selon lequel les conventions collectives ont inhibé la surveillance du rendement intellectuel des professeurs en examinant le libellé réel et les procédures de ces contrats. En vérité, il se peut que l'auteur soit ennuyé par le fait que les associations accréditées aient réussi à obliger l'administration à rendre des comptes publiquement. L'assignation de la tâche, les décisions relatives à la permanence et aux promotions doivent être publiquement documentées, être justes et équitables. En outre, les cadres supérieurs sont tenus par de nombreux contrats de consigner les évaluations annuelles du rendement des membres du corps universitaire.

L'auteur du document confond les primes au mérite et les mesures d'évaluation régulière et responsable du rendement. Sa confusion ne résiste d'ailleurs pas à un examen rigoureux. Les personnes qui ont connu les problèmes de népotisme prévalant dans les structures salariales non réformées détermineront avec peine quelle preuve amène l'auteur à conclure que des mains plus responsables aux universités sans syndicats sont investies du principe directeur de la liberté universitaire.

Pratiquement toutes les associations de professeurs accréditées ont négocié pour leurs conventions collectives un article légalement exécutoire sur la liberté universitaire et accompagnant les responsabilités des professeurs. Ce sont les administrations universitiaires, en pratique, qui ont tenté de réduire l'application de ces articles ou de les séparer.

L'avant-propos du document d'études dément clairement les opinions qui y sont exprimés en soulignant qu'elles ne reflètent pas nécessairement celles de l'association ou de l'un de ses membres. Osons espérer qu'une personne intelligente à l'AUCC les réfutera. Sinon, nous assisterons à d'autres confrontations dans les universités au cours des prochains mois. ■